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ADDITIONS, CHANGES AND DELETIONS TO 1991 SALARY ORDINANCE

PARKS AND RECREATION

- LG 19 Director (title change, from Director of Parks & Recreation)
- LG 17 Superintendent (title change, from Superintendent of Parks, Superintendent of Leisure Services, and Superintendent of Zoo)
- LG 17 Associate Director A (title change, from Associate Director of Administration)
- LG 16 Manager A (title change, from Manager Horticulture and Conservatory)
- LG 15 Manager B (title change, from Manager of Design & Engineering, Manager of Building & Grounds, Manager of Support Services, Manager of Sports & Outdoor Recreation, Manager of Recreation Facilities, Manager of Recreation Services, Manager of Arts & Community Events)
- LG 15 Assistant Superintendent (title change, from Assistant Superintendent of Zoo)
- LG 14 Manager C (title change, from Manager of Information System)
- LG 13 Supervisor A (title change, from Supervisor of Horticulture, Supervisor of Floriculture, Supervisor of Arboriculture, Supervisor of Repair & Construction)
- LG 12 Manager D (title change, from Manager of Development, Manager of Marketing)
- LG 12 Supervisor B (title change, from Supervisor of Senior Center, Supervisor of Zoo Education Services, Supervisor of Public Relations, Supervisor of Outdoor Education, Supervisor of Maintenance)
- LG 11 Supervisor C (title change, from Supervisor of Athletics, Supervisor of Support Services, Supervisor of Recreation Center, Supervisor of Zoo Exhibits, Supervisor of Leisure Education)
- LG 11 Assistant Supervisor (title change, from Assistant to Supervisor of Arboriculture)

MAYOR'S OFFICE

Internal Audit

- LG 17 Director of Internal Audit (LG change, title change, and moved to Mayor's Office, from LG 15, Internal Auditor, and Finance and Administration)
- LG 11 Staff Auditor (moved to Mayor's Office, from Finance & Administration)
- LG 11 Veteran's Service Officer (Moved to Citizen's Advocate, from Personnel)

FINANCE AND ADMINISTRATION

- LG 9 Risk Management Executive Secretary IX (Moved from Controllers Office to Risk Management - LG 9)
- LG 13 Customer Relations Supervisor (title change, from Administrative Assistant)

PUBLIC WORKS

- LG 13 Parking Administration Parking Administrator (deleted)
- LG 16 Water Engineering (C.U.) Assistant Chief Water Engineer (LG change, from 15)
- LG 12 Filtration Plant (C.U.) Senior Analytical Chemist (addition)
- LG 14 Water Maintenance & Service (C.U.) Supervisor (title change, from Supervisor of Construction, Supervisor of Service)
- LG 16 WPC Engineering (C.U.) Assistant Chief Engineer (LG change, from 15)

COMMUNITY & ECONOMIC DEVELOPMENT

- LG 18 Director of Planning (title change, from Deputy Director)
- LG 14 Assistant to the Director (title change, from Administrative Assistant)
- LG 18 Economic Development Director of Economic Development (title change, from Director, Business Development)
- LG 16 Urban Designer III (title change, to Senior Planner - Planner III)
- LG 15 Senior Economic Development Specialist (title change, from Senior Business Development Specialist, Senior Finance Specialist)
- LG 13 Economic Development Specialist (title change, from Finance Specialist, Business Development Specialist)
- LG 7 Executive Secretary VII (addition)
- LG 6 Executive Secretary VI (LG change, from 4)
- LG 18 Redevelopment Director of Redevelopment (title change, from Director)
- LG 15 Senior Redevelopment Specialist (addition)

POLICE CIVILIAN

- LG 3 Teleservice Clerk (deleted)

FIRE

- LG 11 Public Information Officer (deleted)

ANIMAL CONTROL (title change, from Humane Shelter)

- LG 15 Shelter Manager (LG change, from 14)
- LG 12 Office Supervisor (title change, from Assistant Shelter Manager)
- LG 11 Supervisor (title change, from Animal Control Supervisor, Animal Care Supervisor)

COMMUNICATIONS

- LG 13 Supervisor of Technicians (addition)

SEC. II

1991 SALARY ORDINANCE - Position Summary

NOTE: Only positions with new or rewritten job descriptions which have been evaluated by reclassification personnel will be included in the 1991 Salary Ordinance.

Department & Division: Internal Audit Department/Mayor's Office

Position: Director of Internal Audit Date: 6/22/90

Additional duties in new job description, or purpose of position if new. (Attach former and present or proposed job descriptions)

Job description attached.

Current Labor Grade and Salary: LG-15

Proposed Labor Grade and Salary: LG 17-(dependent upon the labor grade rating process).

History:

Existing or new position? Revised position.

Reason(s) for change/addition? Passage of the Audit Committee Ordinance by City Council. The Director of Internal Audit has additional duties relative to supervision of the Staff Auditor and the management of the Audit Committee, as well as budgetary responsibility for the Internal Audit Department.

Other factors Council should consider? This position now has a more visible and important role than it has in the past.

Attach department or division organizational chart.

This position would occupy the same type of position on the org chart as the City Attorney now does within the Mayor's Office. However, this position has only one subordinate under the current structure. The position is directly responsible to the Mayor and the Audit Committee, and indirectly responsible to the City Council and the City Controller.

Compare with similar positions--within and/or outside of department (responsibilities, salary): There are no similar positions within the organization.

Is requested increase for merit or due to re-evaluation?
The change is due to a changed job description.

DEFINITION

Under direction, inspects ledgers, procedures, and controls; and reports cases where fraud, misappropriation of funds or other improprieties are discovered; responsible for the accounting functions and all internal controls for Civil City; performs other duties as required.

EXAMPLES OF DUTIES

Audits and department inspections will be conducted in a strict confidential manner and all information checked and all findings will be discussed with the Mayor, Controller and department heads only; conducts independent, protective and constructive audits of all city departments, boards, and commissions; reviewing the effectiveness of controls, financial records, and operations; examines department records to insure proper recording of transactions and compliance with applicable laws and State Board of Accounts' recommendations and directives. Inspects accounting system to determine its efficiency and protective value; reviews records pertaining to material assets of any nature and determines the degree to which they are utilized; analyzes data obtained for evidence of deficiencies in controls, duplication of effort, extravagance, fraud or lack of compliance with established policies and procedures; may conduct special studies at the Controller's and/or Deputy Controller's direction; prepares reports of all findings and recommendations to the Controller and/or Deputy Controller. Supervises the accounting function for the Civil City and directs accountants in performance of their accounting duties.

EMPLOYMENT STANDARDS

Education and Experience: Any combination of college achievement and/or professional experience equivalent to graduation from college in accounting, finance or related field, and at least three (3) years experience in accounting, auditing, controller, cost accounting or estimating, etc.

Knowledge and Abilities: Knowledge or principles and practices of municipal accounting and financing; ability to maintain financial records of some complexity and prepare financial reports and statements; knowledge concerning disbursement of City funds.

LICENSE NEEDED: Valid Driver's License if City vehicle used.

IMMEDIATE SUPERVISOR: Controller and/or Deputy Controller

HOURS: 8:00 a.m. - 5:00 p.m.; may fluctuate depending on need

SALARY: C.C. Grade 14; Exempt

REVISED: July 1980, 7-85

EEO Job Category: 02

POSITION TITLE: Director of Internal Audit
DEPARTMENT: Controller

Under direction of the Audit Committee, the incumbent analyzes and evaluates financial records and operations for all Civil City and City Utilities departments.

DUTIES

- * Manages a professional audit staff, usually from 1 - 3 employees or contract accountants;
- * Analyzes financial records and evaluates financial operations for economy, efficiency and program results;
- * Adheres to accepted government auditing standards;
- * Conducts expanded scope audits of all City departments, office boards, activities and agencies;
- * Submits to the Audit Committee annual audit plans, including departments, offices, boards, activities and agencies scheduled for audit during the year;
- * Initiates and conducts any audit deemed necessary;
- * Performs special audits requested by the Mayor/Controller;
- * Submits special audit reports to the Mayor/Controller, providing copies to the Audit Committee;
- * Includes in audit reports statements of audit scope, findings, underlying cause, evaluative criteria used, findings' current/prospective significance, internal control systems examined, those systems' weaknesses, additional action recommended, etc.;
- * Immediately notifies the appropriate prosecuting authority if criminal irregularities are suspected;
- * Performs other duties as required.

REQUIREMENTS

- * Any combination of education/experience equivalent to a Baccalaureate in Accounting or related field and four years governmental accounting experience;
- * Indiana CPA License;
- * Communication skills conducive to maintaining optimum working relationships, and supervising an audit staff;
- * Ability to effectively and efficiently develop and maintain auditing activities in all Civil City and City Utilities departments;
- * Specialized knowledge of current, generally accepted governmental accounting standards;
- * Specialized knowledge of general accounting, governmental accounting, statutory compliance accounting and audit principles, standards and procedures, as well as related integration methods conducive to maintaining a comprehensive

and cohesive interdepartmental auditing program.

DIFFICULTY OF WORK

The incumbent is expected to perform intricate, complex auditing procedures, the scope of which ranges from isolated through departmental to interdepartmental, for all City departments, boards, activities and agencies. The incumbent must analyze and report on findings, as well as recommend necessary further action.

RESPONSIBILITY

The Director of Internal Audit and his/her staff must adhere to generally accepted government auditing standards in conducting all work and is considered independent as defined by those standards. To reach general objectives outlined by Ordinance, the incumbent works with technical and administrative autonomy in all areas of responsibility. A considerable portion of the work entails procedural development and integration as well as auditing.

PERSONAL WORK RELATIONSHIPS

Contacts occur throughout the work with a continuum of City government personnel, crossing all department lines, and outside accountants/auditors. Such contacts occur in order to implement auditing procedures, coordinate activities, explain procedures, interpret guidelines and give/solicit information.

SUPERVISION

This position entails direction of an audit staff, usually of 1 - 3 people, who may be City employees or outside professionals contracted to assist with audit workloads.

To Nelson

From - esbanks

1991 SALARY ORDINANCE - Position Summary

NOTE: Only positions with new or rewritten job descriptions which have been evaluated by reclassification personnel will be included in the 1991 Salary Ordinance.

Department & Division: Mayor's office

Position:

Veterans affairs officer

Date:

6/14/90

Additional duties in new job description, or purpose of position if new. (Attach former and present or proposed job descriptions)

Current Labor Grade and Salary: LG-11, \$22,100.00

Proposed Labor Grade and Salary: same as above

History:

Existing or new position?

Reason(s) for change/addition? N/A

other than the position is currently reviewed as that of an advocate and will be working in the advocates area
Other factors Council should consider?

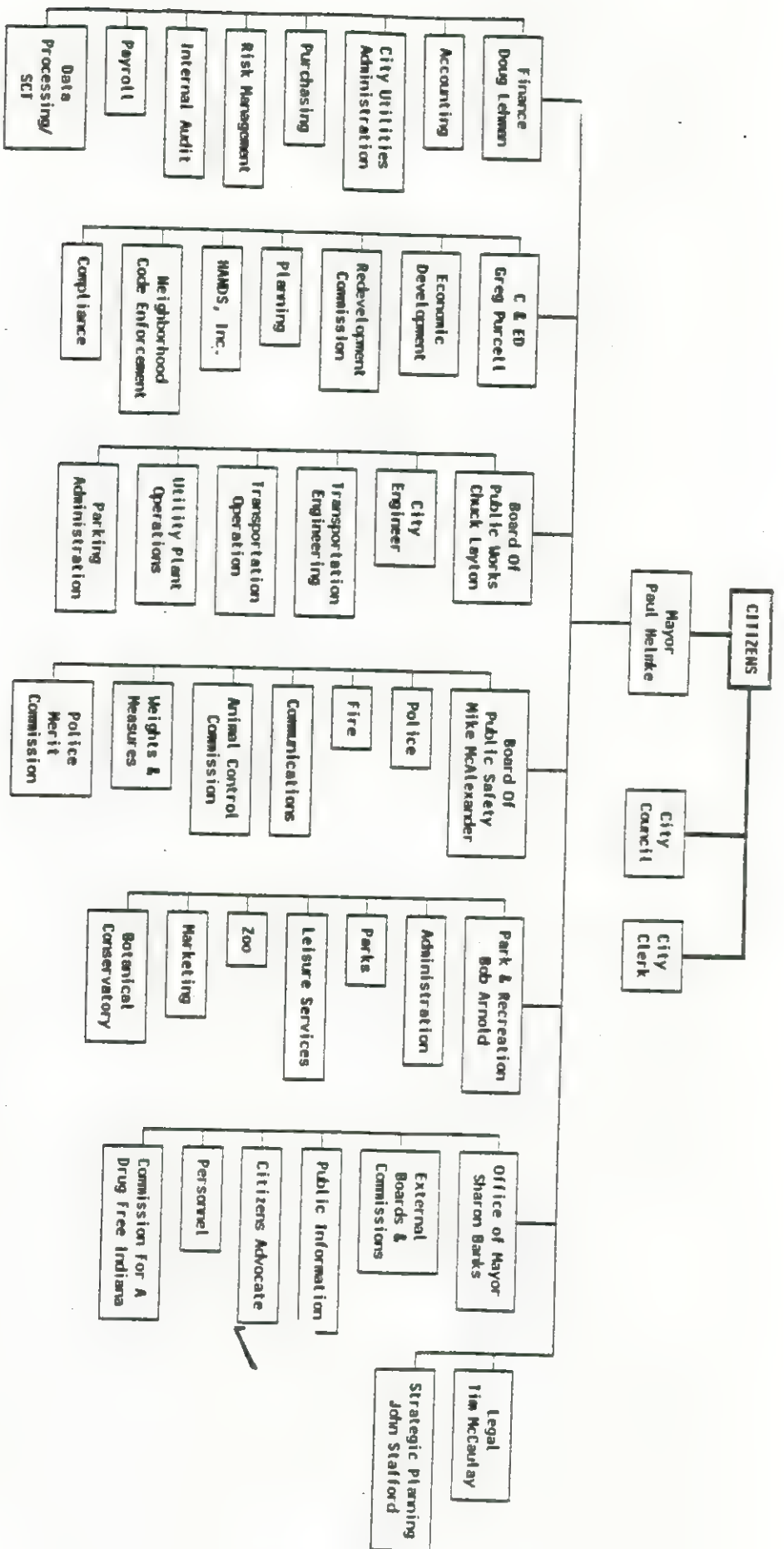
The position will be evaluated for the proactive steps taken - workshops, neighborhood meetings, group info-sharing sessions as well as one on one office contacts.
Attach department or division organizational chart.

see attached (✓)

Compare with similar positions--within and/or outside of department (responsibilities, salary):

Asst citizen advocates position

Is requested increase for merit or due to reevaluation? N/A



COST CENTER CHANGES ONLY

PAGE 2 OF 6

1991 SALARY ORDINANCE - Position Summary

NOTE: Only positions with new or rewritten job descriptions which have been evaluated by reclassification personnel will be included in the 1991 Salary Ordinance.

Department & Division: FROM: CONTROLLER'S OFFICE
TO: RISK MANAGEMENT

Position:

Date: 6/11/90

EXECUTIVE SECRETARY II - RISK MANAGEMENT

Additional duties in new job description, or purpose of position if new. (Attach former and present or proposed job descriptions)

INCUMBENT: BETTA SCHAEFER

Current Labor Grade and Salary: LG9

Proposed Labor Grade and Salary: NO CHANGE

History:

Existing or new position?

Reason(s) for change/addition?

Other factors Council should consider?

NOTE: EXECUTIVE SECRETARY II POSITION ALSO
REMAINS IN CONTROLLER'S OFFICE, PENDING
REQUESTED UPGRADE TO ADMINISTRATIVE ASSISTANT

Attach department or division organizational chart.

Compare with similar positions--within and/or outside of department (responsibilities, salary):

Is requested increase for merit or due to reevaluation?

EXECUTIVE SECRETARY IX/CLAIMS INVESTIGATOR SAFETY & CLAIMS

Working under the direction of the Risk Manager, incumbent performs a variety of administrative duties as assigned, including handling confidential information.

DUTIES:

- Types a variety of documents from rough draft, copy, marginal notes or verbal instructions;
- Transcribes dictation of correspondence, memoranda, reports and other materials;
- Performs clerical and claims work requiring the use of independent judgement and the interpretation of established policies and procedures;
- Interprets departmental and municipal administration policies;
- Makes appointments and arranges meetings;
- Interviews, screens and routes visitors and phone calls, including referring complaints to proper department;
- Composes routine correspondence as necessary;
- Operates standard office equipment, including a Personal Computer;
- Maintains log of all Civil City and City Utilities vehicle accidents and property damage reports;
- Contacts various City departments for all forms, estimates or records in regard to vehicle accidents and property damage;
- Handles contacts with the public and insurance companies in regards to claims;
- Assists City Attorney and Risk Manager with preparation of litigation;
- Assists in the completion of Worker's Compensation Claims and maintains records on claims filed;
- Sets appointments with City doctors for injured employees;
- Maintains and updates status of all insurance coverages;
- Reconciles and reports Self-Insurance Profit and Loss statement monthly;
- Performs other duties as required.

REQUIREMENTS:

- High School Diploma supplemented by courses in accounting and typing, and two to three years experience in clerical and claims work;
- Knowledge of standard office procedures and practices;
- Practical knowledge of micro-computer operation and data entry;
- Knowledge of Lotus and WordPerfect and the ability to set up spreadsheets;
- Ability to do clerical and receptionist work requiring independent judgement;
- Ability to use a dictaphone;

- Ability to type at a rate of 65 words per minute and transcribe from dictating machine or other dictating devices;
- Ability to maintain confidentiality on all work related matters;
- Ability to meet and deal effectively with the public;
- Ability to establish and maintain effective working relationship with other staff, insurance companies and the general public;
- Ability to apply the rules and regulations of the department to the assigned tasks;

DIFFICULTY OF WORK:

Incumbent works in a regular office environment and is normally seated, standing or walking at will.

RESPONSIBILITY:

Incumbent completes a variety of routine duties that are essential to the effective day-to-day operation of the department. Contributions are also expected on non-routine decisions at the request of the supervisor. Incumbent works with considerable independence from supervisory review, however, deviations from normal procedures are discussed. Errors in decision or work are readily detected and corrected through supervisory review. Complete confidentiality on all work related matters are necessary.

PERSONAL WORK RELATIONSHIPS:

Incumbent has regular contact with supervisor, other City personnel, insurance companies and the general public. These contacts involve providing service, carrying out policy and maintaining coordination within the department.

SUPERVISION:

Incumbent does not directly supervise any staff.

1991 SALARY ORDINANCE - Position Summary

NOTE: Only positions with new or rewritten job descriptions which have been evaluated by reclassification personnel will be included in the 1991 Salary Ordinance.

Department & Division: Water Engineering - Public Works

Position: Assistant Chief Water Engineer Date: 6/12/90

Additional duties in new job description, or purpose of position if new. (Attach former and present or proposed job descriptions)

Current Labor Grade and Salary: LG 15

Proposed Labor Grade and Salary: LG 16

History:

Existing or new position? Existing - no incumbent

Reason(s) for change/addition? To maintain LG spread between highest IAM LG position and immediate supervisor of that position.

Other factors Council should consider?

Necessitated by agreement between IAM and City to include Professional Engineers in Union

Attach department or division organizational chart.

See attached

Compare with similar positions--within and/or outside of department (responsibilities, salary):

Is requested increase for merit or due to reevaluation?

Definition

Under general administrative direction reports directly to Chief Water Engineer; major responsibilities includes assisting in daily operation of Water Engineering Department and in the administration of the planning, design, and engineering work pertaining to construction and inspection of engineering projects related to the water utility; oversee the execution of a variety of such projects; and does related work and performs other duties as required.

Examples of Duties

Assists the Chief Water Engineer in activities of Water Utility. Makes water distribution system analysis with assistance of computer, calculators and other equipment and devices; determines the size of piping, type and spacing of fittings required for, and estimates the cost of a variety of water distribution system projects; prepares and maintains specifications and standards; establishes special design features for outside bidding; supervises surveying, plan preparation, drafting and mapping; locates and identifies City Utilities facilities prior to planning; reviews plans of developers, consulting engineers, other utility companies and of agencies to determine conflicts and necessary modifications; prepares work orders and purchase orders to cover new distribution systems or extensions of existing systems; assists in preparation of reports; supervises field and office personnel assigned to projects; oversees inspection of all new water main construction to assure compliance with plans and specifications; responds to various distribution system problems, including assistance to the Fire Department in case of major fires; in the absence of Chief Engineer, is authorized to administer the department and coordinate all departmental activities and projects.

Employment Standards

Education and Experience: Shall hold a Bachelor of Science Degree in Civil or Sanitary Engineering, with courses in water distribution system design hydraulics; with a minimum of two years of responsible experience in water utility engineering work; and shall also hold a Professional Engineer's License in Indiana.

Knowledge and Abilities: Knowledge of the principles and practices of water distribution engineering; knowledge of the materials, methods and practices of public water utilities; knowledge of engineering application of computer technology; ability to analyze design problems and construction problems and to take decisive actions for their remedy; ability to supervise and coordinate the work of engineering field and office personnel; ability to establish and maintain effective working relationships with contractors, the general public and other department personnel.

LICENSE NEEDED: Professional Engineer's License and a Valid Driver's License

IMMEDIATE SUPERVISOR: Chief Water Engineer

HOURS: 8:00 a.m. - 5:00 p.m.

SALARY: Labor Grade 15 - Exempt

EEOC Cat. No. 2

REVISED: July 1983 , 7-85

NEW

ASSISTANT CHIEF ENGINEER

WATER ENGINEERING

Under the Chief Engineer's direction, the incumbent assists in the administration of water distribution capital improvement projects, and supervises employees assigned to such projects.

DUTIES

- Assists the Chief Engineer, and acts as such in her/his absence, in areas of departmental operations, administration, coordination and reporting;
- Supervises personnel assigned to engineering projects, especially in areas such as plan preparation, bidding, construction, coordination, specification compliance, etc.;
- Directs/performs the coordination/review of specifications, standards, drafting, surveying, inspection, and special construction design features;
- Directs the coordination/review of plans of developers, consulting engineers and utilities to determine possible conflicts and necessary modifications;
- Ensures the issuance of required work and purchase orders;
- Responds to various water distribution system irregularities, e.g., Fire Department assistance in case of major fires;
- Prepares and prioritizes chronological project scheduling plans, and tracks project status;
- Attends various meetings, e.g., planning, safety, public;
- Directs the coordination/review of analyses of public works infrastructure systems relative to assigned department or engineering area;
- Performs other duties as required.

REQUIREMENTS

- Minimum qualifications for Indiana State Board of Registration-certified Professional Engineer, i.e., a Baccalaureate degree in an approved Civil, Sanitary or Highway Engineering curriculum and four years professional street/water/sewer engineering work experience, or eight years professional work experience in such areas;
- Valid Professional Engineer's and Driver's licenses;
- Communication skills conducive to effectively supervising project personnel and to maintaining effective working relationships with contractors, developers, other utilities, government agencies, and the public;
- Broad knowledge of engineering principles, procedures, methods and materials of water distribution systems;

- Supervisory skills contributive to directing/overseeing the activities of engineering field, technical and office personnel;
- Ability to maintain complete and accurate records.

DIFFICULTY OF WORK

The incumbent is expected to perform an intricate variety of complex duties in managing water distribution capital improvement projects. Careful judgment is necessary in coordinating/reviewing the most timely and cost-effective engineering and planning guidelines for each individual project.

RESPONSIBILITY

In order to insure compliance with departmental standards, the incumbent must direct the establishment, coordination and review of various well-planned specifications, as well as recommend and coordinate appropriate, cost-effective remedies for any irregularities. Existing community development and infrastructure, as well as planned community and economic development activities depend on quality water distribution and capital improvement projects. As a Professional Engineer, the incumbent is responsible for projects in their entirety, with said responsibility encompassing all project aspects.

PERSONAL WORK RELATIONSHIPS

Contacts with coworkers, subordinates, the general public, government officials, developers, and various contractors occur throughout all aspects of the work in order to solve problems, provide information, supervise personnel, maintain project coordination and carry out departmental policies.

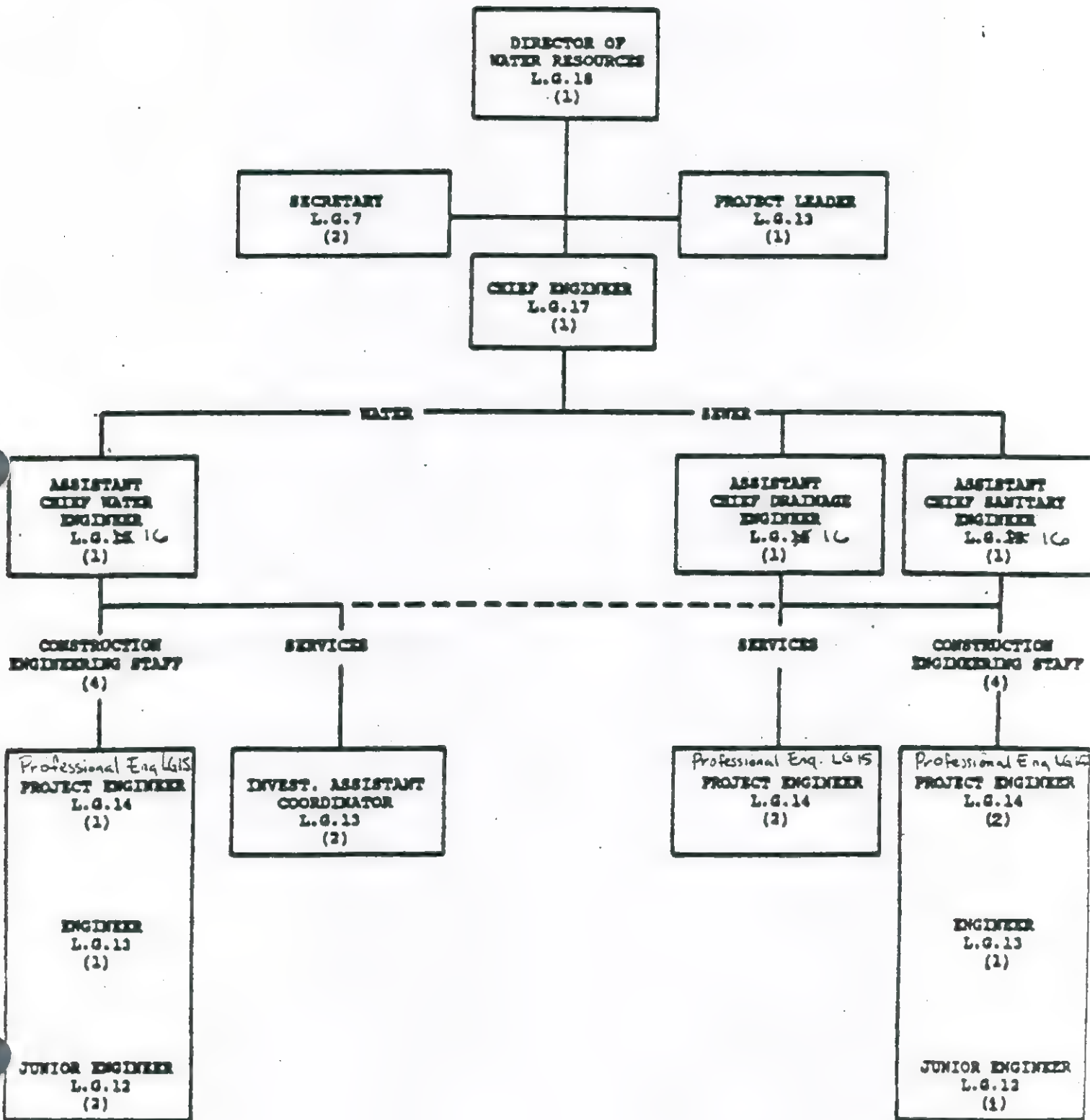
SUPERVISION

The Professional Engineer's work entails the supervision and/or coordination of 4 - 9 project personnel in a broad scope of activities including plan preparation, drafting, surveying, mapping, inspection, specification/standards compliance, etc..

1990 ORGANIZATIONAL CHART

WATER RESOURCES

(WATER & WPC ENGINEERING)



SALARY REVIEW COMMITTEE - Position Summary

Department & Division: Filtration Plant BOW

Position: Sr. Analytical Chemist

Date: 6/1/90

Additional duties in new job description:

(Attach former and present or proposed job descriptions)

See attached

Current Labor Grade and Salary: I.U.O.E. \$12.787/HR 1989 Schedule

Proposed Labor Grade and Salary: Labor Grade 12 \$25,500-\$26,500

History:

Existing or new position? Existing Position Moved to Non-Bargaining unit Status

Incumbent's history? See Current Job Description- Currently unfilled

Reason(s) for submitting to Salary Review Committee?
Removed from bargaining unit

Other factors Committee should consider?
See attachment

Attach department or division organizational chart.

Compare with similar positions--within and/or outside of department (responsibilities, salary):

Equivalent to WPC Plant Laboratory Chief Chemist position

Is requested increase for merit or due to reevaluation?
Reevaluation due to removal from union. Position is critical to adequately providing safe drinking water.

OLL

**SENIOR
ANALYTICAL CHEMIST**

210 FILTRATION PLANT

Definition

Under general supervision, makes chemical analysis of water and other materials; maintains and calibrates laboratory instruments; prepares reagents used in laboratories, assumes duties of Superintendent in his absence; performs other duties as required.

Examples of Duties

Makes analysis of water being processed, of raw water, of natural gas, of fuels, of purification chemicals, of urine, and of unknown substances to determine chemical, bacteriological, mineral, and other properties; records and evaluates results in specified forms; makes up and standardizes laboratory reagents; calibrates laboratory equipment such as electrophotometers and volumetric glassware; checks work and records of Operating Chemists and keeps daily data records; checks and regenerates boiler room water softener; computes and compiles data for monthly and annual summaries; conducts coagulation tests and does other research; conducts chlorine safety classes; conducts tours; works in conjunction with Water Construction department and contractors in testing water quality; tests samples for outside contractors; maintains tools and equipment in a clean and orderly condition; performs duties in accordance with the Utility's safety rules and practices; reports irregularities and abnormal conditions; assists in the training of other employees; directs the work of employees assigned to assist; performs other duties as required.

Employment Standards

Education and Experience: Any combination equivalent to graduation from college in chemistry or chemical engineering, supplemented by courses in microbiology and those sponsored by the American Water Works Association, and four years of experience in chemical laboratory work.

Knowledge and Abilities: Knowledge of principles and laboratory techniques of micro-biology, chemistry, and chemical processing; ability to make accurate chemical and physical analysis of water and other materials; ability to prepare various reagents; mechanical aptitude; ability to supervise and coordinate the work of others.

LICENSE NEEDED: Water Works Operator's Certification

IMMEDIATE SUPERVISOR: Plant Superintendent

HOURS: 8:00 A.M. - 4:30 P.M.

SALARY:

REVISED: May 1983

NEW

POSITION TITLE: Senior Analytical Chemist
DEPARTMENT: Filtration Plant

Under direction of the Assistant Superintendent, the incumbent oversees the Filtration Plant laboratory in the testing for and recommending of proper chemical levels for water purification and in the maintenance of laboratory instruments.

DUTIES

- * Performs or oversees Operating and Analytical Chemists in performing various tests on raw, treated or finished water, e.g., coagulation, chlorine residue, alkalinity, noncarbonate hardness, color turbidity, phenolphthalein/methyl orange alkalinities, hydroxide, titrates, carbonate/bicarbonate content, bacteriological, taste, odor, purity, clarity, potability, coliform, etc;
- * Oversees the ordering, feed/application rate and proper handling of various chemicals/substances, e.g., lime, soda ash, ferri-floc, carbon dioxide gas, sodium silicofluoride, carbon, natural gas, ammonia, etc.;
- * Develops laboratory policy, e.g., methodology, standard operating procedure, quality control implementation, inventory maintenance, data management, NPDES of local industry into St. Joe River, Utility workers sampling program, EPA and IDEM requirements;
- * Oversees analytical procedures, laboratory reagent preparation, instrument maintenance, data management, workload organization and personnel training;
- * Oversees/conducts public relations activities, concerning, e.g., plant tours, guest speaking, resource information, customer questions/problems, and assisting contractors with information regarding chlorination/testing of mains;
- * Performs and ensures subordinates' performance of duties within relevant safety procedures and operation regulations;
- * Prepares/handles/verifies assorted reports and billings;
- * Reports irregularities and abnormal conditions;
- * Remains on call for emergencies;
- * Performs other duties as required.

REQUIREMENTS

- * Any combination of experience/education equivalent to four years chemical laboratory experience and a science Baccalaureate including microbiology and American Water Works Association courses, and at least 25 hours of chemistry;
- * Communication skills conducive to maintaining optimum working/public relations and providing supervision;

- * Ability to effectively and efficiently coordinate laboratory functions; to monitor, test for and recommend appropriate chemical levels, and to maintain equipment needed for quality water production;
- * Broad knowledge of chemistry and micro-biology principles as relates to Filtration Plant operations;
- * Ability to see all spectrum colors in visible light range.

DIFFICULTY OF WORK

Under general direction as to broad assignments, the incumbent is expected to efficiently and effectively direct the testing for and recommendation of appropriate chemical levels for drinking water, maintain properly calibrated/operative laboratory equipment, and oversee and conduct a broad spectrum of public relations activities. The tests and coordination of chemicals are of some complexity and requires some improvisation on isolated problems. Working conditions most often consist of a laboratory environment and exposure to chemicals. Emergencies can require on-call services.

RESPONSIBILITY

The incumbent is responsible for overseeing, coordinating and performing a variety of complex activities, tests, adjustments and recommendations in order to provide and maintain high quality, safe drinking water for the City of Fort Wayne and the surrounding customer areas. The incumbent is expected to perform these assigned tasks with technical autonomy, and judgment errors could result in considerable damage in terms of public safety and therefore City financial liability.

PERSONAL WORK RELATIONSHIPS

Contacts occur throughout the work with coworkers, government officials and the general public in order to provide laboratory management and project coordination, handle public relations duties, and provide recommendations and supervision.

SUPERVISION

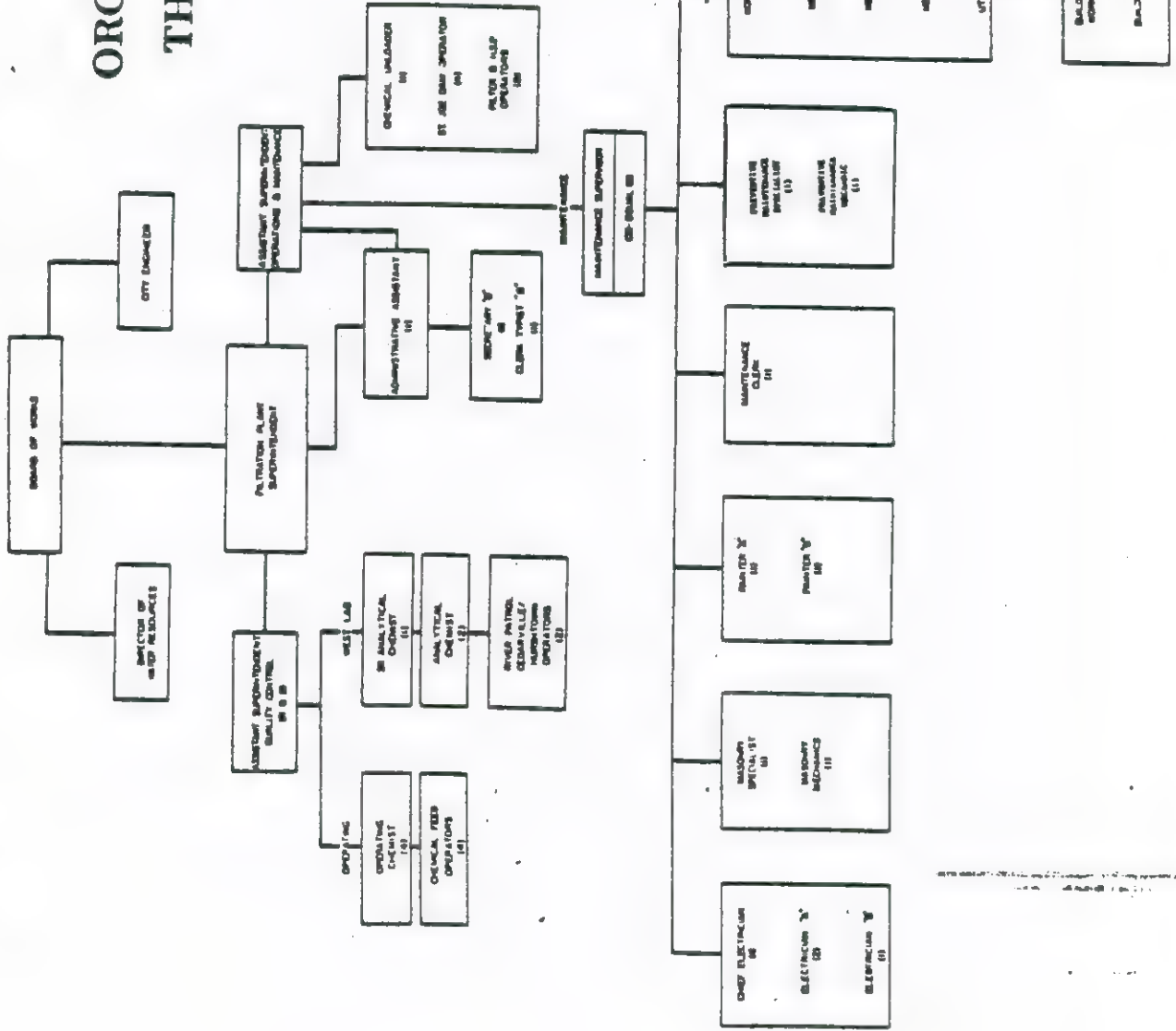
This position entails responsibility for and supervision of laboratory operations, including 4 - 9 employees, whose work is of a technical nature.

REASONS FOR SR. ANALYTICAL CHEMIST

With an additional Laboratory Technician:

- 1) We can adequately meet EPA Regulations by performing more frequent testing.
- 2) Sample holding times can more closely be monitored to insure accuracy.
- 3) Accuracy can be insured by performing required quality control.
- 4) Accuracy can be insured by regular instrumentation maintenance.
- 5) Data can be managed in a more timely manner.
- 6) Laboratory policies regarding methods, quality control and operation can be developed to insure EPA Regulations are met.
- 7) The laboratory can improve public relations by being available for outside testing.
- 8) Tours will place a smaller demand on analysis-time.
- 9) Research projects can be undertaken to develop the facility.
- 10) New equipment can be implemented and utilized.
- 11) A Standard Policy and Procedure manual could be developed to increase efficiency.
- 12) The laboratory could afford time to assist in the assessment of our water treatment policies.
- 13) The laboratory could provide data for public relations matters.

ORGANIZATIONAL CHART FOR THREE RIVERS FILTRATION PLANT



1991 SALARY ORDINANCE - Position Summary

NOTE: Only positions with new or rewritten job descriptions which have been evaluated by reclassification personnel will be included in the 1991 Salary Ordinance.

Department & Division: WPC Engineering - Public Works

Position: Assistant Chief Engineer

Date: 6/12/90

Additional duties in new job description, or purpose of position if new. (Attach former and present or proposed job descriptions)

Current Labor Grade and Salary: LG 15

Proposed Labor Grade and Salary: LG 16

History:

Existing or new position? Existing - no incumbent

Reason(s) for change/addition? To maintain LG spread between highest IAM LG position and immediate supervisor of that position.

Other factors Council should consider?

Necessitated by agreement between IAM and city to include Professional Engineers in Union.

Attach department or division organizational chart.

see attached

Compare with similar positions--within and/or outside of department (responsibilities, salary):

Is requested increase for merit or due to reevaluation?

Definition

Under general direction to assist the Chief WPC Engineer, to plan and direct all engineering work relative to the design, repair, construction, and inspection of all facets of the sanitary and storm sewer system, including water pollution control, of the City Utilities; perform other duties as required.

Examples of Duties

Performs the duties of the Chief WPC Engineer when Chief WPC Engineer is away. Assist the Chief WPC Engineer in performing the following duties: plans, supervises and approve the design of new sections of the sanitary and storm sewer system; coordinates and supervises the activities of various engineering and supporting work groups; reviews plans locations, contracts and cost estimates for legal and technical accuracy; approve acceptable proposals from Project Engineers and contractors and makes corrective recommendations; directs research and investigation; formulates engineering design, material and construction standards, policies and procedures; oversees preparation of department budget; directs engineers and inspectors in preparing reports; plans expansion program for sanitary and storm sewer system; acts as technical advisor to many officials especially to those in the WPC Treatment Plant.

Employment Standards

Education and Experience: Any combination of college achievement and/or professional experience equivalent to graduation from college in civil or sanitary engineering, the earning of a professional engineer's license; and six (6) years of progressively responsible experience in sewer utility engineering work.

Knowledge and Abilities: Knowledge of the principles and practices of sewer and water pollution control engineering; knowledge of the materials, methods and practice of public sewer utilities; knowledge of business, construction and contract administration; ability to analyze design and construction problems and to prepare concise and authoritative reports and correspondence; ability to assist the Chief WPC Engineer to direct and coordinate the work of engineering field and office personnel; ability to establish and maintain effective working relationships with contractors, the general public, other department heads, and City and City Utilities officials.

LICENSE NEEDED: Professional Engineer; Valid Driver's License if Utility vehicle used.

IMMEDIATE SUPERVISOR: CHIEF W.P.C. ENGINEERING

HOURS: 8:00 a.m. - 5:00 p.m.

SALARY: Labor Grade 15 - Exempt

REVISED: July 1985

NEW

ASSISTANT CHIEF ENGINEER

W.P.C. ENGINEERING

Under the Chief Engineer's direction, the incumbent assists in the administration of sanitary/storm sewer capital improvement projects, and supervises employees assigned to such projects.

DUTIES

- Assists the Chief Engineer, and acts as such in her/his absence, in areas of departmental operations, administration, coordination and reporting;
- Supervises personnel assigned to engineering projects, especially in areas such as plan preparation, bidding, construction, coordination, specification compliance, etc.;
- Directs/performs the coordination/review of specifications, standards, drafting, surveying, inspection, and special construction design features;
- Directs the coordination/review of plans of developers, consulting engineers and utilities to determine possible conflicts and necessary modifications;
- Ensures the issuance of required work and purchase orders;
- Responds to various sanitary/storm sewer irregularities;
- Prepares and prioritizes chronological project scheduling plans, and tracks project status;
- Attends various meetings, e.g., planning, safety, public;
- Directs the coordination/review of analyses of public works infrastructure systems relative to assigned department or engineering area;
- Performs other duties as required.

REQUIREMENTS

- Minimum qualifications for Indiana State Board of Registration-certified Professional Engineer, i.e., a Baccalaureate degree in an approved Civil, Sanitary or Highway Engineering curriculum and four years professional street/water/sewer engineering work experience, or eight years professional work experience in such areas;
- Valid Professional Engineer's and Driver's licenses;
- Communication skills conducive to effectively supervising project personnel and to maintaining effective working relationships with contractors, developers, other utilities, government agencies, and the public;
- Broad knowledge of engineering principles, procedures, methods and materials of sanitary/storm sewer systems;

- Supervisory skills contributive to directing/overseeing the activities of engineering field, technical and office personnel;
- Ability to maintain complete and accurate records.

DIFFICULTY OF WORK

The incumbent is expected to perform an intricate variety of complex duties in managing sanitary/storm sewer capital improvement projects. Careful judgment is necessary in coordinating/reviewing the most timely and cost-effective engineering and planning guidelines for each individual project.

RESPONSIBILITY

In order to insure compliance with departmental standards, the incumbent must direct the establishment, coordination and review of various well-planned specifications, as well as recommend and coordinate appropriate, cost-effective remedies for any irregularities. Existing community development and infrastructure, as well as planned community and economic development activities depend on quality water distribution and capital improvement projects. As a Professional Engineer, the incumbent is responsible for projects in their entirety, with said responsibility encompassing all project aspects.

PERSONAL WORK RELATIONSHIPS

Contacts with coworkers, subordinates, the general public, government officials, developers, and various contractors occur throughout all aspects of the work in order to solve problems, provide information, supervise personnel, maintain project coordination and carry out departmental policies.

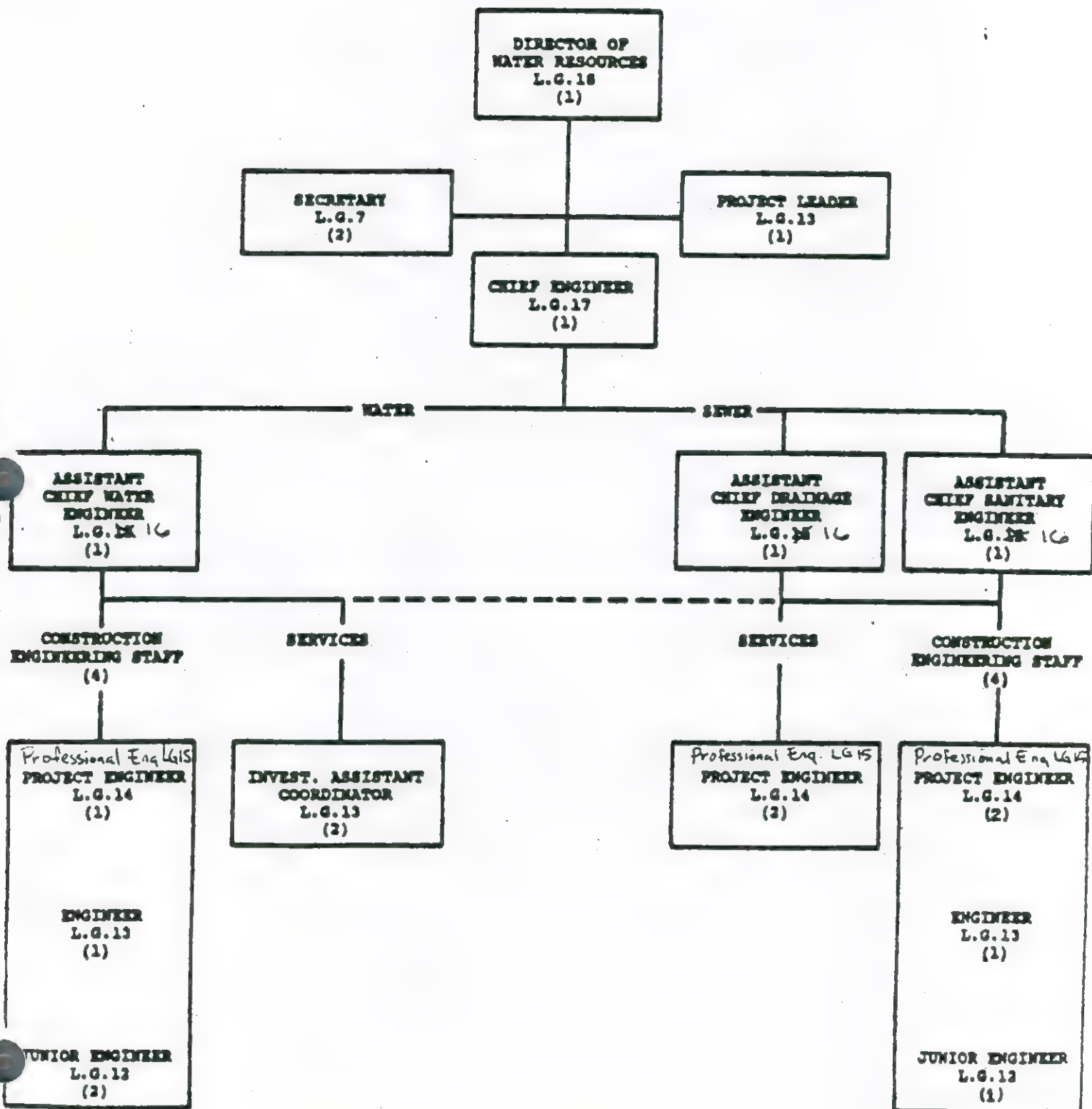
SUPERVISION

The Professional Engineer's work entails the supervision and/or coordination of 4 - 9 project personnel in a broad scope of activities including plan preparation, drafting, surveying, mapping, inspection, specification/standards compliance, etc..

1990 ORGANIZATIONAL CHART

WATER RESOURCES

(WATER & WPC ENGINEERING)



1991 SALARY ORDINANCE - Position Summary

NOTE: Only positions with new or rewritten job descriptions which have been evaluated by reclassification personnel will be included in the 1991 Salary Ordinance.

Department & Division: C&ED - Economic Development

Position: Executive Secretary VI

Date: 6-15-90

Proposed Title: Executive Secretary VII

Additional duties in new job description, or purpose of position if new. (Attach former and present or proposed job descriptions)

Position upgrade from Executive Secretary VI to Executive Secretary VII; see attached position description and recommendation to the Salary Review Committee.

Current Labor Grade and Salary:

Labor Grade 6; Annual Salary \$17,500

Proposed Labor Grade and Salary:

Proposed Labor Grade 7.

History:

Existing or new position?

Existing position.

Reason(s) for change/addition?

Bring title/labor grade in line with job function.

Other factors Council should consider?

See attached justification.

Attach department or division organizational chart.

Compare with similar positions--within and/or outside of department (responsibilities, salary):

See attached justification.

Is requested increase for merit or due to reevaluation?

Re-evaluation.

EXECUTIVE SECRETARY VI

C&ED - ECONOMIC DEVELOPMENT

Working under the direction of the Executive Secretary VIII, incumbent performs a variety of clerical duties for the Economic Development staff with primary work performed for the Urban Enterprise Zone Administrator, the Senior Finance Specialist, and Finance Specialist.

DUTIES:

- Handles a wide variety of confidential correspondence of a sensitive nature including typing letters, memos, reports, loan closing documents, tax abatement applications and supporting documents from rough draft, dictating machine, or verbal instructions and drafts correspondence for superiors periodically;
- Arranges meetings and transcribes minutes for three official boards and five related subcommittees including sending notices, making follow-up calls, and assembling information;
- Makes arrangements, handles registration, performs record keeping, and provides input related to receptions and seminars conducted by boards, commissions, and the department;
- Coordinates and carries out duties related to bulk mailings including assisting with compiling mailing lists, gathering information, inputting information on dBase, also handles departmental mail as needed;
- Answers, screens, and routes telephone calls taking messages as necessary;
- Schedules appointments and makes travel arrangements for staff members as needed;
- Maintains office supply inventory for department and enters data for inventory on dBase;
- Fills in for duties of Executive Secretary VIII in her absence.

REQUIREMENTS:

- High School Diploma, supplemented by courses in typing and secretarial/office procedures along with two years increasingly responsible secretarial experience;
- Computer experience, preferably with Word Perfect and dBase software;
- Ability to type at a rate of 55 words per minute;
- Knowledge of office procedures and routine office practices and equipment;
- Ability to establish and maintain effective working relationships with staff members, board/committee members and the general public;
- Knowledge of correct grammar, punctuation and spelling.

DIFFICULTY OF WORK:

Incumbent works in a normal office environment and is seated or walking at will. Some light lifting may be required.

RESPONSIBILITY:

Incumbent makes choices regarding a variety of assignments. Incumbent must utilize analytical and organizational skills in managing multiple priorities. Supervisory review is not normally undertaken, however, errors are readily detected. Daily interaction with supervisor involves communicating information to ensure the smooth operation of the department.

PERSONAL WORK RELATIONSHIPS:

Incumbent has contact with staff, board and commission members, prospective businesses, and the general public to provide service, exchange information, and handle questions. Incumbent must possess and exercise a high degree of confidentiality and good judgement with internal and external contacts.

SUPERVISION:

Incumbent does not directly supervise any staff.

EXECUTIVE SECRETARY VII

C&ED - ECONOMIC DEVELOPMENT

Working under the direction of the Executive Secretary VIII, incumbent performs a variety of clerical duties for the Economic Development staff with primary work performed for the Urban Enterprise Zone Administrator, the Senior Finance Specialist, and Finance Specialist.

DUTIES:

- Handles a wide variety of confidential correspondence of a sensitive nature including typing letters, memos, reports, loan closing documents, tax abatement applications and supporting documents from rough draft, dictating machine, or verbal instructions and drafts correspondence for superiors periodically;
- Arranges meetings and transcribes minutes for three official boards and five related subcommittees including sending notices, making follow-up calls, and assembling information;
- Makes arrangements, handles registration, performs record keeping, and provides input related to receptions and seminars conducted by boards, commissions, and the department;
- Coordinates and carries out duties related to bulk mailings including assisting with compiling mailing lists, gathering information, inputting information on dBase, also handles departmental mail as needed;
- Answers, screens, and routes telephone calls taking messages as necessary;
- Schedules appointments and makes travel arrangements for staff members as needed;
- Maintains office supply inventory for department and enters data for inventory on dBase;
- Fills in for duties of Executive Secretary VIII in her absence.

REQUIREMENTS:

- High School Diploma, supplemented by courses in typing and secretarial/office procedures along with two years increasingly responsible secretarial experience;
- Computer experience, preferably with Word Perfect and dBase software;
- Ability to type at a rate of 55 words per minute;
- Knowledge of office procedures and routine office practices and equipment;
- Ability to establish and maintain effective working relationships with staff members, board/committee members and the general public;
- Knowledge of correct grammar, punctuation and spelling.

DIFFICULTY OF WORK:

Incumbent works in a normal office environment and is seated or walking at will. Some light lifting may be required.

RESPONSIBILITY:

Incumbent makes choices regarding a variety of assignments. Incumbent must utilize analytical and organizational skills in managing multiple priorities. Supervisory review is not normally undertaken, however, errors are readily detected. Daily interaction with supervisor involves communicating information to ensure the smooth operation of the department.

PERSONAL WORK RELATIONSHIPS:

Incumbent has contact with staff, board and commission members, prospective businesses, and the general public to provide service, exchange information, and handle questions. Incumbent must possess and exercise a high degree of confidentiality and good judgement with internal and external contacts.

SUPERVISION:

Incumbent does not directly supervise any staff.

MEMORANDUM

Handwritten notes:
 K...
 w/ L...
 L...

TO: Nelson Peters, Director, Personnel
 FROM: Greg Purcell, Director, Community & Economic Development
 DATE: April 16, 1990
 SUBJECT: Economic Development Support Staff

Please place the following proposal on the next Salary Review Committee Agenda:

<u>Position</u>	<u>Current Salary</u>	<u>Proposed Salary</u>	<u>Current Labor Grade</u>	<u>Proposed Labor Grade</u>
ED Executive Secretary VI	\$15,380	\$17,000-\$17,500	6	7
ED Executive Secretary IV	\$13,145	\$14,500-\$15,000	4	6

I have compared the responsibilities of the Economic Development support staff with three other similar positions within our Division; the results are outlined below.

<u>Title</u>	<u>Service Date</u>	<u>Annual Salary</u>	<u>Labor Grade</u>
Secretary VII (C&ED)	04-30-79	\$18,761	07
Central Receptionist	11-17-76	\$17,784	06
Secretary VII Compliance	08-29-88	\$17,763	07
Exec. Secretary VI (ED)	12-05-89	\$15,380	06
Exec. Secretary IV (ED)	03-13-89	\$13,145	04

April 16, 1990

Secretary VII, C&ED - This employee's primary responsibility is word processing, generally for various members of the Planning staff. She fills in for the Central Receptionist as needed, handles mail for the Division periodically, and fills in with other projects as requested.

Central Receptionist - This person's primary responsibility is answering the large volume of incoming calls for the Division, routing them, taking messages, and greeting visitors. She does light typing (which the IAM has limited to 1-2 pages), and assists with large mailings.

Secretary VII, Compliance - This secretary handles typing, scheduling, filing, payroll, dictation, and mail for two individuals. She fills in for the receptionist as requested, and assists with special projects as requested.

Executive Secretary VI (ED) - This secretary handles typing for three individuals, arranges meetings and takes minutes for five committees and two boards, handles mail, schedules appointments, maintains supply inventory, and assist with receptionist duties as needed.

Executive Secretary IV (ED) - This secretary handles typing for three individuals, schedules appointments, makes arrangements and confirmations for business visitation breakfasts, handles bulk mailings, assists with arrangements for special projects, and has the main receptionist responsibilities for Economic Development.

Summary

A summary of required skills and experience is attached, along with revised job descriptions for both positions that more accurately reflect their function in C&ED. Although there is a difference in typing levels, it is minimal in my view. Shorthand is required for two of the five positions, but to my knowledge, it is not routinely used by those individuals with that skill. The Central Receptionist is the only one of the five that does not have computer skills.

Recommendation

Even with taking into consideration the years of service with the City, there appears to be a salary and labor grade inequity within our Division. The Executive Secretary VI and

April 16, 1990

Recommendation (Continued)

Executive Secretary IV have a wider range of responsibilities than both the Secretary VII's, yet their labor grades are equal to and less than the Central Receptionist, and both salaries are lower than the Receptionist. I propose the Salary Review Committee recommend the increases as outlined.

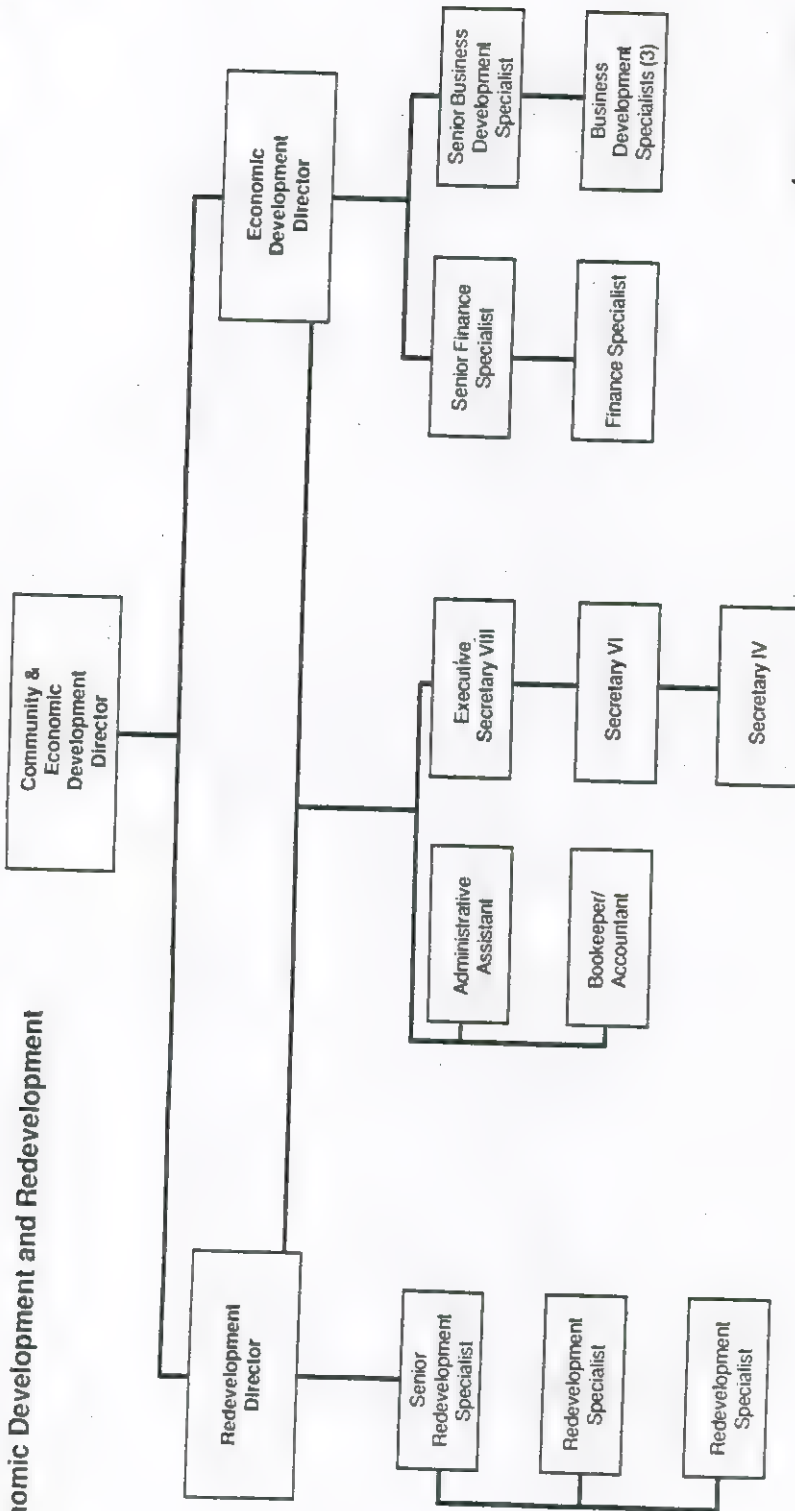
gb

Attachments

SUMMARY OF REQUIRED SKILLS

	<u>ED EXEC</u> <u>SECY VI</u>	<u>ED EXEC</u> <u>SECY IV</u>	<u>COMPL.</u> <u>SECY VII</u>	<u>C&ED</u> <u>SECY VII</u>	<u>CENTRAL</u> <u>RECEPT.</u>
Typing	55 WPM	50 WPM	60 WPM	60 WPM	50 WPM
Shorthand	n/a	n/a	90 WPM	90 WPM	n/a
Computer	Yes	Yes	Yes	Yes	No
Required Experience	1-2 yr	1 yr	3 yr	3 yr	not listed
IAM	No	No	Yes	Yes	Yes

Economic Development and Redevelopment



June 15, 1990

1991 SALARY ORDINANCE - Position Summary

NOTE: Only positions with new or rewritten job descriptions which have been evaluated by reclassification personnel will be included in the 1991 Salary Ordinance.

Department & Division: C&ED - Economic Development

Position: Executive Secretary IV

Date: 6-15-90

Proposed Title: Executive Secretary VI

Additional duties in new job description, or purpose of position if new. (Attach former and present or proposed job descriptions)

This is a position upgrade (from Executive Secretary IV to Executive Secretary VI). Position description and memorandum of justification is attached.

Current Labor Grade and Salary:

Labor Grade 4; Annual Salary \$15,000

Proposed Labor Grade and Salary:

Proposed: Labor Grade 6

History:

Existing or new position?

Existing

Reason(s) for change/addition?

Bring title and labor grade in line with job function.

Other factors Council should consider?

See attached justification.

Attach department or division organizational chart.

Compare with similar positions--within and/or outside of department (responsibilities, salary):

See attached justification.

Is requested increase for merit or due to reevaluation?

Re-evaluation.

EXECUTIVE SECRETARY IV

C&ED - ECONOMIC DEVELOPMENT

Working under the direction of the Executive Secretary VIII, incumbent performs a variety of secretarial duties for the Economic Development staff with primary work performed for the Senior Business Development Specialist, the Business Development Specialist, the Finance Specialist, and the Administrative Assistant.

DUTIES:

- Handles a variety of confidential correspondence that is sensitive in nature including typing reports, memos, letters, from dictating machine, rough draft, or verbal instructions and drafts correspondence for superiors periodically;
- Performs various tasks related to Mayor's Breakfast Program including compiling invitation list for approval, gathering background information on attendees, sending invitations, taking reservations, and other related arrangements;
- Coordinates and carries out duties related to bulk mailings including creation of mailing lists and verification of information;
- Compiles data and keeps records pertaining to various projects for Business Development Specialist and Senior Business Development Specialist;
- Handles registration and makes confirmation calls regarding various workshops given by the department;
- Compiles monthly reports on informational requests;
- Schedules appointments and makes travel arrangements as needed;
- Answers, screens, and directs telephone calls, taking messages as necessary;
- Performs filing, makes copies, and completes other clerical tasks as assigned;
- Fills in for Executive Secretary VI in her absence.

REQUIREMENTS:

- High School diploma or equivalent, supplemented by courses in typing and general office procedures along with 1-2 years responsible secretarial experience;
- Ability to understand and perform office procedures;
- Computer experience, preferably with Word Perfect software;
- Ability to type at a rate of 50 words per minute;
- Ability to establish and maintain effective working relationships with other staff members, board/commission members, and the general public;
- Knowledge of correct punctuation, grammar, and spelling.

DIFFICULTY OF WORK:

Incumbent works in a regular office environment and is normally seated or standing at will. Some light lifting may be required. Must be able to follow guidelines and instructions to successfully complete assignments.

RESPONSIBILITY:

Incumbent will be responsible for performing a variety of secretarial functions with speed and accuracy. Incumbent makes choices regarding some assignments; work is reviewed upon completion and errors are readily detected.

PERSONAL WORK RELATIONSHIPS:

Incumbent has a high level of contact with staff, board and commission members, prospective businesses, and the general public. Incumbent must possess a high degree of confidentiality and exercise good judgement with internal and external contacts.

SUPERVISION:

Incumbent does not supervise any staff members.

EXECUTIVE SECRETARY VI

C&ED - ECONOMIC DEVELOPMENT

Working under the direction of the Executive Secretary VIII, incumbent performs a variety of clerical duties for the Economic Development staff with primary work performed for the Urban Enterprise Zone Administrator, the Senior Finance Specialist, and Finance Specialist.

DUTIES:

- Handles a wide variety of confidential correspondence of a sensitive nature including typing letters, memos, reports, loan closing documents, tax abatement applications and supporting documents from rough draft, dictating machine, or verbal instructions and drafts correspondence for superiors periodically;
- Arranges meetings and transcribes minutes for three official boards and five related subcommittees including sending notices, making follow-up calls, and assembling information;
- Makes arrangements, handles registration, performs record keeping, and provides input related to receptions and seminars conducted by boards, commissions, and the department;
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- Answers, screens, and routes telephone calls taking messages as necessary;
- Schedules appointments and makes travel arrangements for staff members as needed;
- Maintains office supply inventory for department and enters data for inventory on dBase;
- Fills in for duties of Executive Secretary VIII in her absence.

REQUIREMENTS:

- High School Diploma, supplemented by courses in typing and secretarial/office procedures along with two years increasingly responsible secretarial experience;
- Computer experience, preferably with Word Perfect and dBase software;
- Ability to type at a rate of 55 words per minute;
- Knowledge of office procedures and routine office practices and equipment;
- Ability to establish and maintain effective working relationships with staff members, board/committee members and the general public;
- Knowledge of correct grammar, punctuation and spelling.

DIFFICULTY OF WORK:

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RESPONSIBILITY:

Incumbent makes choices regarding a variety of assignments. Incumbent must utilize analytical and organizational skills in managing multiple priorities. Supervisory review is not normally undertaken, however, errors are readily detected. Daily interaction with supervisor involves communicating information to ensure the smooth operation of the department.

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Incumbent has contact with staff, board and commission members, prospective businesses, and the general public to provide service, exchange information, and handle questions. Incumbent must possess and exercise a high degree of confidentiality and good judgement with internal and external contacts.

SUPERVISION:

Incumbent does not directly supervise any staff.

MEMORANDUM

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 K...
 W...
 L...

TO: Nelson Peters, Director, Personnel

FROM: Greg Purcell, Director, Community & Economic Development

DATE: April 16, 1990

SUBJECT: Economic Development Support Staff

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April 16, 1990

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April 16, 1990

Recommendation (Continued)

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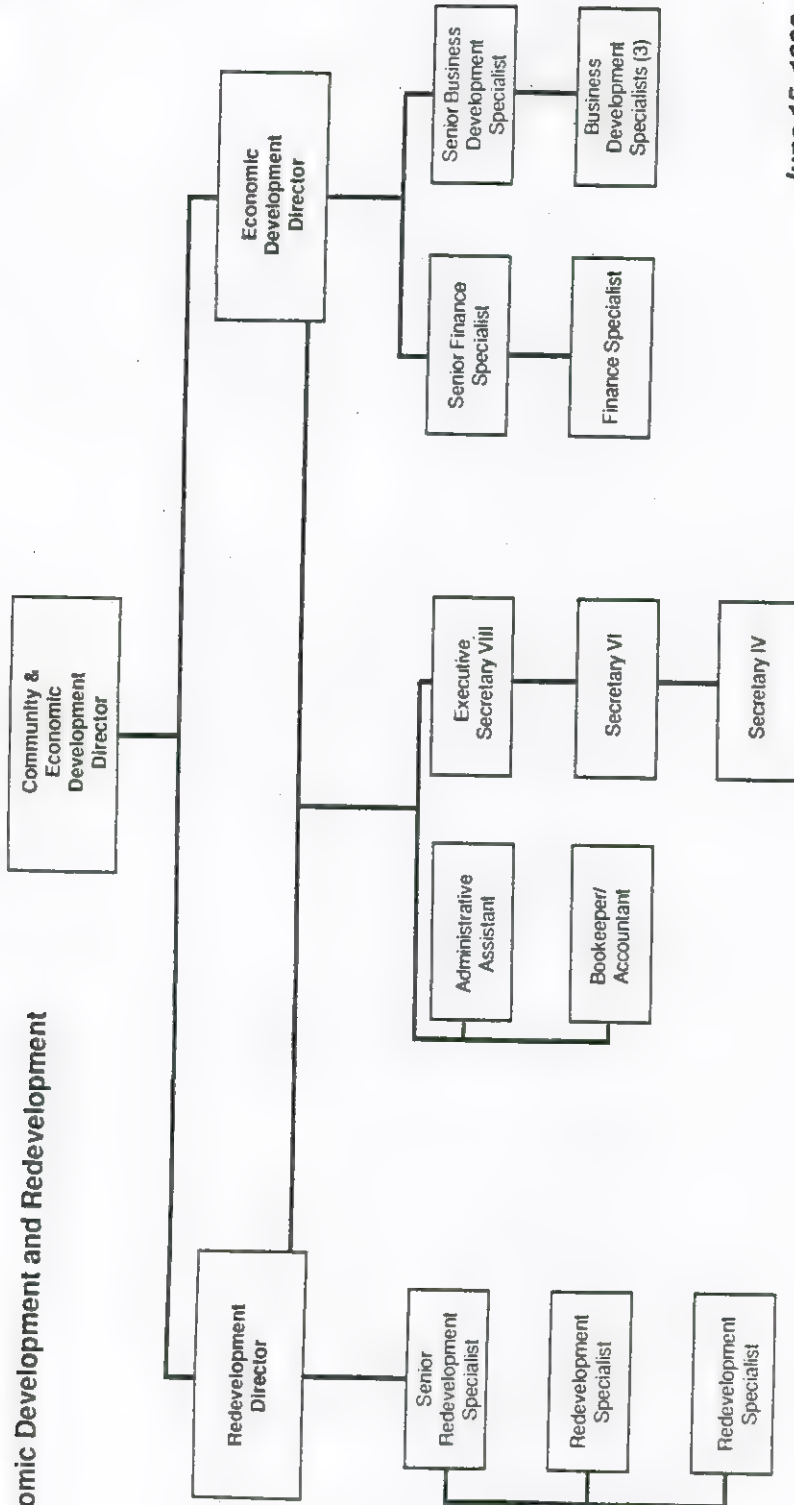
gb

Attachments

SUMMARY OF REQUIRED SKILLS

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Typing	55 WPM	50 WPM	60 WPM	60 WPM	50 WPM
Shorthand	n/a	n/a	90 WPM	90 WPM	n/a
Computer	Yes	Yes	Yes	Yes	No
Required Experience	1-2 yr	1 yr	3 yr	3 yr	not listed
IAM	No	No	Yes	Yes	Yes

Economic Development and Redevelopment



June 15, 1990

1991 SALARY ORDINANCE - Position Summary

NOTE: Only positions with new or rewritten job descriptions which have been evaluated by reclassification personnel will be included in the 1991 Salary Ordinance.

Department & Division: Redevelopment/Community and Economic Development

Position: Senior Redevelopment Specialist

Date: June 6, 1990

Additional duties in new job description, or purpose of position if new. (Attach former and present or proposed job descriptions)

See reasons outlined below.

Current Labor Grade and Salary: N/A

Proposed Labor Grade and Salary: Labor Grade 15/\$33,000.

History:

Existing or new position? New Position

Reason(s) for change/addition? This new position of Senior Redevelopment Specialist will oversee the work of the two current Redevelopment Specialists. The Redevelopment Department anticipate possibly 3 TIF designations within the next two years, as well as the creation of 3 Urban Renewal Areas. Two Urban Renewal areas would potentially involve 100 parcels - acquisition, demolition, site preparation, etc.

Other factors Council should consider?

Attach department or division organizational chart.

Compare with similar positions--within and/or outside of department (responsibilities, salary):

Is requested increase for merit or due to reevaluation?

POSITION TITLE: Senior Redevelopment Specialist
DEPARTMENT: Redevelopment/C&ED

Working under administrative supervision of the Redevelopment Director, incumbent assists in managing the planning functions and project implementation activities of the Redevelopment Commission.

DUTIES:

- Supervises the work of the Redevelopment Specialists
- Under direction from the Redevelopment Director, assists in the development and implementation of the Commission's Redevelopment plan.
- Provides varied liaison and coordination activities with consultants, agencies, and technical staffs of other City departments.
- In conjunction with the Director, will be instrumental in the creation of Tax Increment Financing Districts and Urban Renewal Areas as directed by the Redevelopment Commission.
- Making public presentations to various governmental agencies and organizations at direction of Director
- Prepares a variety of reports - narrative and statistical - with regard to complex planning and budgeting issues.

REQUIREMENTS

- Any combination of work experience or academic pursuit equivalent to a Master's Degree in Public Administration, Urban Planning or a related field and four years increasingly responsible experience in redevelopment/economic development.
- Demonstrated ability to perform, manage, and coordinate diverse technical efforts under administrative direction
- Must possess a thorough understanding of mortgage lending practices for a variety of development types
- Ability to direct and supervise the work of department staff as required.
- Demonstrated knowledge of work with TIF Bonds and creation of Urban Renewal Areas.

DIFFICULTY OF WORK:

Incumbent receives general instructions as to what is needed and is required to use considerable independent judgement to determine methods. Incumbent must effectively manage many complex and significant variables in order to improve and expand redevelopment efforts in the City.

RESPONSIBILITY:

Incumbent is expected to make major contributions on important issues of redevelopment. General objectives are indicated; however, the incumbent is responsible for using judgement and initiative in accomplishing these objectives in the most effective manner. Decisions and recommendations may be reviewed for attainment of departmental objectives.

PERSONAL WORK RELATIONSHIP:

Incumbent has frequent daily contact with staff members, other city personnel, business owners, government officials, commission members and the general public.

SUPERVISION:

Incumbent directly supervises two staff members involved in redevelopment activities. Assigning, checking and maintaining the flow of work are the responsibility of the incumbent.

SALARY REVIEW COMMITTEE - Position Summary

Department & Division: Animal Control; Public Safety Div.

Position: Shelter Manager

Date: 5-7-90

Additional duties in new job description:

(Attach former and present or proposed job descriptions)

Current Labor Grade and Salary: LG 14; Annual = \$28,901.18
Hourly = \$13.8948

Proposed Labor Grade and Salary: LG 15; Annual = \$34,000

History:

Existing or new position? Existing;

Reason(s) for submitting to Salary Review Committee?

Parody with positions of equal or similar levels of responsibility.

Other factors Committee should consider?

Higher than normal educational and experience requirement than other departments within the same division. Full administrative and management responsibilities along with a necessary hands on ability in the field. Dual career orientation required by the field; animal care and law enforcement.

Attach department or division organizational chart.

Attached

Compare with similar positions--within and/or outside of department (responsibilities, salary):

Police Department, Deputy Chief, L.G. 15 \$35,000

Communications, Director of Operations, L.G. 15 \$33,788

Is requested increase for merit or due to reevaluation?

Reevaluation

SHELTER MANAGER

ANIMAL CONTROL

Working under the direction of the Director of Public Safety, incumbent plans, coordinates and directs programs and staff of the Animal Control Shelter.

DUTIES:

- Plans and coordinates all activities of the Animal Control Shelter;
- Oversees and directs long range planning and departmental programs for education of the public and the licensing of animals;
- Directs and manages all supervisory personnel to ensure effective, efficient operation of the shelter;
- Assists in the preparation and administration of personnel policies;
- Performs numerous administrative duties, including monitoring work, evaluating staff, approving payroll and handling both union work, evaluating staff, approving payroll and handling both union and non-union personnel problems;
- Prepares departmental budgets and program estimates for the Animal Control Shelter;
- Presents educational speeches to business and community groups relative to the activities and goals of the shelter and laws in the community;
- Directs the collection and recording of all fees authorized by the Fort Wayne Animal Control Ordinance;
- Develops and maintains cooperative working relationships with the community and other agencies relevant to the activities of the Animal Control Shelter;
- Responsible for enforcement of the state and city laws regarding animal care and control, and handles advanced investigations and cases for prosecution;
- Coordinates assistance to other agencies for animal related problems;
- Coordinates activities with the Animal Control Commission;
- Appears before City Council to inform, educate and present statistics as needed or requested.

REQUIREMENTS:

- Bachelor's Degree in Public Administration, Supervision, Animal Science or Law Enforcement and at least three years experience in a supervisory capacity at an Animal Control agency or similar organization;
- Specialized knowledge of the principles and objectives of animal control and of law enforcement activities;
- Ability to develop plans to improve or expand present programs or incorporate new ones;

- Ability to understand and apply a full range of generally accepted principles and theories related to animal control;
- Ability to communicate effectively in order to manage staff, work with administrators and Board members, and provide service to the public;
- Certification as an Animal Control Officer or the ability to become certified;
- Police Commission or the ability to obtain Police Commission;
- Valid Driver's License.

DIFFICULTY OF WORK:

Incumbent is responsible for supervising the staff of the City's Animal Control Shelter and performing numerous administrative duties as necessary. Incumbent works with generally accepted methods and procedures but must use judgement to select pertinent guidelines and adapt standard methods. The work also involves extensive study into new areas of animal control to find methods and programs that have a significant positive impact on the success of the Animal Shelter's goals. Incumbent may be exposed to animal related hazards when handling animals while assisting staff or the public.

RESPONSIBILITY:

Incumbent is expected to contribute to many complex issues concerning departmental goals and objectives. A considerable portion of the work will entail project development and studies in conjunction with supervisory and administrative duties. Independent analysis and plan development is expected without specific instructions from the supervisor.

PERSONAL WORK RELATIONSHIPS:

Incumbent has frequent daily contact with persons internally and externally. These contacts involve non-routine cooperative problem solving as well as explanation of City policies regarding animal care and control.

SUPERVISION:

As Shelter Manager, incumbent is responsible for a staff of twenty to twenty-five. Hiring, discipline, training and staff development are the responsibility of the incumbent.

License Needed: Valid Drivers License
 Immediate Supervisor: Director of Public Safety
 Hours: 8:00 a.m. to 5:00 p.m. - may vary as needed
 Salary: (Reevaluated 3/90 at LG 15;) Non-union
 Revised: 1-5-90

DEPARTMENT OF ANIMAL CONTROL

SHELTER MANAGER

Definition: Under administrative direction of the Director of Public Safety plan, direct, and coordinate all the activities of the Animal Control Shelter including personnel, business, public relations, as well as, office, field, and kennel operations. Other duties as needed.

Examples of Duties: Plan and coordinate all activities of the shelter. Supervise and direct the Assistant Shelter Manager. Direct and manage, to ensure an effective and efficient operation of the shelter, all supervisory personnel. Ensure the enforcement of all laws and ordinances regulating the care and treatment of animals in the City of Fort Wayne. Establish and promote programs for education and the licensing of all animals covered by the ordinance. Direct the collection and recording of all fees authorized by the Fort Wayne Animal Control Ordinance. Coordinate and prepare work schedules and payroll for all shelter employees. Evaluate shelter employees and handle employee grievances both union and non-union. Prepare budget and program estimates for the Animal Shelter and Spay-Neuter Clinic.

Education and Experience: Bachelor's Degree in Public Affairs, Public Administration, Management, Business, Economics, Supervision, Humane or Animal Science's. Master's Degree or graduate work preferred. Candidates should have at least three (3) years management or command experience in an organization of similar size and budget to the Fort Wayne Humane Shelter.

Knowledge and abilities: Knowledge of or the ability to learn the principles and philosophy of Animal Control Administration. Knowledge of and ability to do cost-benefit analysis. Ability to prepare statistical data including (but not limited to) projections on cost, animal control, and spay-neuter programs. Must have knowledge of law enforcement practices. Must be able to learn and understand animal control laws and ordinances. Must be familiar with the process of regulatory agencies and fee collections. Must be able to manage and handle all employees fairly and impartially.

License Needed: Valid Drivers License
Immediate Supervisor: Director of Public Safety
Hours: 8:00 A.M. to 5:00 P.M. or others as needed
Salary: Labor Grade 14 Exempt
Revised: June 20, 1985

1991 SALARY ORDINANCE - Position Summary

NOTE: Only positions with new or rewritten job descriptions which have been evaluated by reclassification personnel will be included in the 1991 Salary Ordinance.

Department & Division: Communications Department of Public Safety Division

Position: Supervisor of Technicians

Date: 19 June 90

Additional duties in new job description, or purpose of position if new. (Attach former and present or proposed job descriptions)

Current Labor Grade and Salary: Labor Grade 13 \$33,347 annual

Proposed Labor Grade and Salary: Labor Grade 13 \$33,347 annual

History:

Existing or new position?

Existing position returned to Salary Ordinance per letter of agreement.

Reason(s) for change/addition?

Question of coverage by bargaining unit or exempt position resolved on May 1, 1990. Agreement attached.

Other factors Council should consider?

Attach department or division organizational chart.

Compare with similar positions--within and/or outside of department (responsibilities, salary):

Is requested increase for merit or due to reevaluation?

SUPERVISOR OF TECHNICIANS (Chief Technician)

760 - COMMUNICATIONS

Definition: Under direction, supervise and participate in the repair and maintenance of all radio equipment for the public safety communications systems; perform other duties as required.

Examples of Duties: Supervises all radio repair shop activities; schedules and coordinates repair and maintenance of radio equipment for public safety and other City departments; regulates and keeps inventory records of parts; maintains records and files on activities, equipment, and repair shop personnel; supervises and reviews the performance of all radio shop personnel; implements the modification of radio receiving and dispatching equipment for the entire public safety communications system; supervises and participates in the installation, modification, and repair of two-way mobile radio equipment; checks all communications equipment periodically for conformance with FCC regulations and engineering standards; builds specialized electronic and radar equipment; sets specifications for all electronic purchases and modifications; maintains good relations between the Communications Department and the other departments and agency for whom we provide service.

Employment Standards: Any combination equivalent to graduation from high school, supplemented by courses in radio communications and electronics, and three years experience in the construction of radio communications equipment.

Knowledge and Ability: Knowledge of the principles and practices of radio communications and related electronic equipment; knowledge of the principles and practices of public safety radio communications; knowledge of methods, procedures, equipment, and tools used in radio construction, maintenance, repair, and testing; knowledge of FCC regulations pertaining to the transmission and reception of radio messages; skill in the use of tools and testing equipment in repairing, maintaining, and testing radio communications equipment; ability to direct the work of others; ability to estimate costs of parts and labor; ability to read and interpret electrical radio, and other communications systems drawings, diagrams, and sketches; ability to plan and organize work; ability to deal effectively with others.

License Needed: FCC General Radiotelephone License or equivalent
Valid Indiana Drivers License

Immediate Supervisor: Chief of Communications

Hours: 8:00 a.m. - 5:00 p.m. On Call 24 hours

Salary: Labor Grade 13 - Exempt

Revised: March 1984)

Should this be updated?

CHIEF TECHNICIAN

COMMUNICATIONS

Working under the direction of the Chief of Communications, incumbent supervises and participates in the repair and maintenance of all radio equipment for the Public Safety and Local Government communications system.

DUTIES:

- Supervises and directs all Radio Repair Shop activities and staff;
- Schedules and coordinates repair and maintenance of radio equipment for Public Safety Departments and other city departments as necessary;
- Schedules and coordinates repair and maintenance of wireline and radio fire alarm systems;
- Procures repair parts, new equipment and handles all related record keeping;
- Assists subordinates and participates in repair duties as necessary;
- Maintains records and files on activities, equipment and repair shop personnel;
- Monitors technology changes including new equipment, concepts and communications systems designs;
- Verifies all communications equipment periodically for conformance to FCC regulations and engineering standards;
- Obtains required FCC licensing, modifications and renewals for communication systems;
- Sets specifications for all radio communications equipment and associated materials;
- Assists supervisor in the design and development of the communication system;
- Design circuitry as required for communications systems enhancements or requirements;
- Design circuitry as required for fire alarm systems consoles, displays, receivers;
- Set standards for installation of new radio fire alarm equipment and verify conformance;
- Work with Utilities in maintaining existing fire alarm outside plant cabling and facilities;
- Install and perform maintenance on desktop and mini computer systems, terminals and uninterrupted power supplies;
- Evaluates software related to Communications Department needs and make necessary implementation;
- Evaluates performance and administers training and discipline as necessary;
- Administers personnel policies and performs payroll and record keeping functions as required;
- Performs other duties as required.

REQUIREMENTS:

- High School Diploma, supplemented by advanced training in radio communications and electronics. Three years experience in the construction of radio communications equipment;
- Practical knowledge of the principles and techniques of radio communications and related electronic equipment and the ability to apply the knowledge to maintain and update the communications system;
- Practical knowledge of the principles and techniques of fire alarm reporting systems and the ability to apply the knowledge to maintain and update the fire reporting systems;
- Working knowledge of Public Safety radio communications systems and both radio and wireline fire alarm reporting systems from extensive experience;
- Knowledge of FCC regulations pertaining to the transmission and reception of radio messages;
- Knowledge of micro computer operating systems and related software operation;
- Ability to effectively supervise and direct the work of others;
- Ability to apply new developments in the field of communications;
- Ability to complete a variety of relatively complex tasks of repair, installation and design of radio receiving, transmitting and dispatching equipment;
- Ability to estimate costs of parts and labor;
- Ability to read and interpret electrical, radio and other communication systems drawings, diagrams and sketches;
- Ability to establish and maintain effective working relationships with staff, Public Safety personnel and the general public;
- FCC General Radio/Telephone License;
- Valid Driver's License.

DIFFICULTY OF WORK:

Incumbent works with generally accepted methods and procedures but judgement is needed to select pertinent guidelines and standards to enforce departmental regulations and policies while also maintaining an effective communication system. Incumbent is required to provide assistance to staff on substantially intricate problems involving radio, fire alarm or electronic equipment problems in addition to performing the administrative duties of the department. Incumbent is required to work inside and outside as necessary for repairs or installation. Bending, lifting, working in confined spaces and elevated heights is required.

RESPONSIBILITY:

Incumbent and supervisor will work together to develop the parameters of the position based on departmental guidelines and

policies. Specific technical instruction on repair, maintenance and design of radio, fire alarm and electronic equipment is not necessary but recommendations by the incumbent for changes in procedures or policies are discussed with the supervisor to ensure compliance with departmental objectives.

PERSONAL WORK RELATIONSHIPS:

Incumbent has contact with persons internally and externally to the City for the purpose of providing service, discussing policies, regulations and maintaining coordination within the department.

SUPERVISION:

Incumbent supervises from four to nine staff members involved in the installation and repair of radio equipment, various electronic systems and systems and fire alarm systems. Supervision is routine and primarily involves maintaining work flow in the department.



THE CITY OF FORT WAYNE

May 1, 1990

LETTER OF AGREEMENT between

THE CITY OF FORT WAYNE and

FORT WAYNE PROFESSIONAL FIRE FIGHTERS UNION, LOCAL 124

David O. Hayhurst, Professional Fire Fighters Union Member
in non-union position in Communications Dept.

It is hereby agreed by and between the City of Fort Wayne, the Fort Wayne Professional Fire Fighters Union Local 124, and David O. Hayhurst, Supervisor of Technicians in the Communications Department, that he shall be designated as holding the rank of Assistant Chief/Communications Technicians for such period as he continues to hold the Supervisor of Technicians position. The parties hereto specifically recognize that, in his present position, Mr. Hayhurst acts in a policy-making capacity and is subject to return to his last permanent rank held prior to accepting the Assistant Chief designation. Designation as Assistant Chief/Communications Technicians shall be effective April 30, 1990.

FOR THE CITY:

F. Nelson Peters, IV
F. Nelson Peters, IV, Director
Personnel/Labor Relations

J. Timothy McCaulay
J. Timothy McCaulay
City Attorney

FOR THE UNION:

Ray Graft
Ray Graft
President

David O. Hayhurst
David O. Hayhurst



Certificate of Appointment

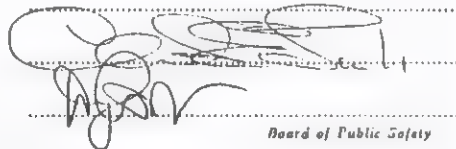
STATE OF INDIANA, ALLEN COUNTY, }
CITY OF FORT WAYNE

This is to certify that on the.....23rd.....day of.....MAY.....1990.....

DAVID O. HAYHURST

was by the Mayor of the City of Fort Wayne duly appointed to the Office of
ASSISTANT CHIEF/COMMUNICATIONS.....in and for the City of Fort Wayne,
according to the laws of the State of Indiana and ordinances in such cases made and
provided.

In Witness and Ratification Thereof, We have hereunto set our hands
and seal of said City, this.....23rd.....day of
.....MAY....., 1990.....

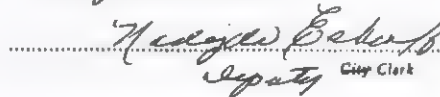

Mayor
Board of Public Safety

STATE OF INDIANA, ALLEN COUNTY, }
CITY OF FORT WAYNE

I,DAVID O. HAYHURST....., do solemnly swear that I will
support the Constitution of the United States and of the State of Indiana, and that
I will honestly, faithfully and impartially discharge the duties of my trust as.....
ASSISTANT CHIEF/COMMUNICATIONS.....in and for said City of Fort Wayne,
Indiana, according to law and to the best of my knowledge and ability, so help me God.


Subscribed and sworn to before me this.....25th.....

day of.....May....., 1990.....


Deputy City Clerk



THE CITY OF FORT WAYNE



Paul Helmke
Mayor

To: City Council Members

From: Nelson Peters, Personnel Director

July 6, 1990

In this section I have included Salary Ordinances from the cities of Evansville and Anderson. As you will note, these Ordinances have been constructed in such a manner as to allow for Council approval of ranges rather than specific salaries.

A brief survey of several cities as well as the Indiana Association of Cities and Towns revealed that many of our municipalities continue to submit ordinances in this fashion in an effort to accord managers the latitude to hire and retain qualified individuals. Although, not all cities present their Ordinances in this manner, some of the cities that continue to present labor grades with ranges include; Indianapolis, Ft. Wayne, Evansville, Anderson, Richmond, and Lafayette.

I hope that this information proves helpful. Please don't hesitate to call should you have any questions.

ORDINANCE NO. _____

AN ORDINANCE FIXING THE SALARIES OF APPOINTIVE OFFICERS, EMPLOYEES, DEPUTIES, ASSISTANTS AND DEPARTMENTAL HEADS OF THE CITY OF ANDERSON, INDIANA

BE IT ORDAINED by the Common Council of the City of Anderson, Madison County, Indiana, as follows:

SECTION I - Pursuant to the provisions of I.C. 36-1-4-15 and 36-4-7-3, the annual salaries for the calendar year 1991 of the appointive officers, employees, deputies, assistants and departmental heads of the City of Anderson are hereby fixed and established.

SECTION II - The range of salaries for all classified employees from hire rate to maximum for each classification, COMOT, LTC, and PAT is shown below. However, pursuant to Ordinance #43-88, as amended, the exact salary for each individual employee in a position within the classification system, COMOT, LTC, and PAT is determined by seniority and merit by reference to the attached Exhibits A, B and C.

The salaries shown below for employees in positions not within the classification system are based upon job responsibility and performance. These are maximum salaries. If employees are replaced or transferred, the actual salary may be lower.

SECTION III - Pursuant to I.C. 36-4-7-3, the Mayor has established the Executive and SAM classification as shown in Exhibit D and E. There are grades in each classification with a minimum and maximum range. New hires may start at the minimum to mid-range or above depending on experience and background in similar positions. This determination is to be made by the Mayor.

OFFICE OF THE MAYOR

Executive Secretary	\$18,109 - 25,604
Receptionist/Secretary	2,450 - 3,407

DEPARTMENT OF FINANCE

Controller	16,010 - 26,078
Deputy Controller	18,855 - 25,547
Claims Analyst/Barrett Law Adm.	15,544 - 22,120
Payroll Administrator	11,658 - 16,590

DEPARTMENT OF LAW

City Attorney	\$16,010 - 26,078
First Asst. City Attorney	10,495
Second Asst. City Attorney	10,495
Secretary	12,717
First Asst. Secretary	6,996
Second Asst. Secretary	6,996

BOARD OF PUBLIC WORKS

Chairman	16,010 - 26,078
Members	5,475
Executive Secretary	9,236 - 13,058

BUILDING COMMISSIONER

Building Commissioner	26,000 - 40,885
Asst. Building Commissioner	20,121 - 25,989
Housing Analyst	13,821 - 19,343
Field Inspector	13,821 - 19,343
Plumbing Inspector	15,091 - 19,492
Electrical Inspector	14,085 - 18,192
H.V.A.C. Inspector	20,121 - 25,989
Secretary A/Building	13,821 - 19,343
Secretary A/Plumbing & Heating	13,821 - 19,343
Environmental Court Clerk	12,248 - 17,035
Secretary B	12,248 - 17,035
Secretary B/Electrical	12,248 - 17,035
Clerk	11,124 - 15,366
Temporary Help/Inspector	8.11/hr. (Max.)
Temporary Help/Clerical	5.00/hr. (Max.)

WEIGHTS AND MEASURES

Director	21,034 - 28,188
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ANIMAL SHELTER

Senior Humane Officer	23,840 - 31,940
Chief Deputy Humane Officer	20,250 - 26,737
Longevity - Deputy Humane Officer	50.00/per year (Max. 20 yrs.)
Humane Officer	17,254 - 21,667
Longevity - Humane Officer	50.00/per year (Max. 20 yrs.)
Secretary/Dispatcher	13,821 - 19,343

PERSONNEL, INS. & SAFETY

Administrator of Personnel, Ins. & Safety	\$12,484 - 18,623
Benefits Specialist	15,084 - 20,437
Personnel Secretary	7,349 - 10,221

CIVIL DEFENSE

Director	8,857
Secretary	2,997

DEPARTMENT OF CIVIL ENGINEERING

City Engineer	26,684 - 43,464
Assistant City Engineer	28,400 - 44,844
Project Engineer - Street & Sewer	22,631 - 28,483
Chief Draftsperson	15,544 - 22,120
Draftsperson	13,821 - 19,343
Secretary A	13,821 - 19,343
Temporary Help	5.00/hr. (Max.)

SEWER DEPARTMENT

Skilled Foreman	23,840 - 31,940
Temporary Help	5.00/hr. (Max.)

STREET & MOTOR VEHICLE HIGHWAY DEPARTMENT

Commissioner	26,000 - 40,885
Assistant Street Commissioner	23,840 - 31,940
Asst. Traffic Signal Engineer (MVH)	22,631 - 28,483
Clerk	11,124 - 15,366
Secretary A	13,821 - 19,343
Skilled Foreman	23,840 - 31,940
Temporary Help	5.00/hr. (Max.)

FIRE DEPARTMENT

Chairman, Board of Public Safety	5,367
Members, Board of Public Safety	1,556
Secretary/Bd. of Public Safety	1,335
Secretary A	13,821 - 19,343
Cadet	11,964 - 15,744
Payroll Clerk	13,821 - 19,343

Dispatcher	\$17,471 - 23,252
Longevity - Dispatcher	50.00/per year (Max. 20 yrs.)
Crew Leader-Dispatcher (One per Shift)	.25/hr.
Shift Premium-Dispatcher (2nd Shift) .	.20/hr.
Shift Premium-Dispatcher (3rd Shift) .	.15/hr.
Temporary Help	5.00/hr.(Max.)

POLICE DEPARTMENT

Executive Secretary/Office Mgr.	13,821 - 19,343
Secretary B	12,248 - 17,035
Secretary - Investigations	13,821 - 19,343
Parking Control Person	12,248 - 17,035
Records Clerk	13,821 - 19,343
Housekeeper	12,939 - 18,048
Maintenance Supervisor	16,548 - 23,344
Chairman, Board of Public Safety . . .	5,367
Members, Board of Public Safety . . .	1,556
Secretary, Board of Public Safety . . .	1,335
Merit Commission Members	1,188
Crossing Guard	12.50/day
Chemist	33,089 (Max.)
Criminal Intelligence Analyst	15,544 - 22,120
Secretary/Traffic Analyst	13,821 - 19,343
Dispatcher	17,471 - 23,252
Longevity-Dispatcher	50.00/per year (Max. 20 yrs.)
Crew Leader-Dispatcher (One per Shift)	.25/hr.
Shift Premium-Dispatcher (2nd Shift) .	.20/hr.
Shift Premium-Dispatcher (3rd Shift) .	.15/hr.
Temporary Help	7.00/hr.(Max.)

TRAFFIC ENGINEER DEPARTMENT

Traffic Signal Engineer	25,140 - 34,062
Assistant Traffic Engineer	27,372 - 36,660
Traffic Signal Construction/Maint.Supt.	21,034 - 28,188
Asst. Traffic Signal Engineer	22,631 - 28,483
Sign Shop Working Foreman	21,034 - 28,188
Temporary Help	5.00/hr.(Max.)

CITY OF ANDERSON TRANSIT SYSTEM

General Manager	26,000 - 40,885
Director of Operations	27,372 - 36,660
Transit Planner (Planning Dept.) . . .	20,121 - 25,989
Office Manager	15,544 - 22,120

Maintenance Supervisor	\$21,034 - 28,188
Street Supervisor/Dispatcher	21,034 - 28,188
Cashier/Dispatcher	12,248 - 17,035
Temporary Help	6.00/hr. (Max.)

COMMUNITY DEVELOPMENT

Executive Director	31,211 - 46,557
Administrative Assistant	27,372 - 36,660
Housing Rehabilitation Administrator	25,140 - 34,062
Project Contract Specialist	25,140 - 34,062
Secretary B	12,248 - 17,035
Bookkeeper/Secretary	13,821 - 19,343
Temporary Help	5.00/hr. (Max.)

COMMUNITY SERVICES AND ECONOMIC DEVELOPMENT

Executive Director	31,211 - 46,557
Assistant Director	27,372 - 36,660
Economic Development Specialist	25,140 - 34,062

CITY PLANNING

Planning Director	31,211 - 46,557
Assistant Director	27,372 - 36,660
Zoning Administrator	20,121 - 25,989
Project Planner	20,121 - 25,989
Planner	22,631 - 28,483
Long Range Planner	25,140 - 34,062
Graphics Designer/Planner	22,631 - 28,483
Office Manager	13,821 - 19,343
Secretary B	12,248 - 17,035
Planning Commission Members	828
Planning Commission Secretary	875
Board of Zoning Appeals Members	828
Temporary Help	7.00/hr. (Max.)

AIRPORT COMMISSION

Secretary	1,750
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DEPARTMENT OF AIR POLLUTION CONTROL

Director	27,372 - 36,660
Inspector/Technician	20,121 - 25,989

POLICE PENSION BOARD

Secretary \$ 5,681

FIRE PENSION BOARD

Secretary 5,681

MUNICIPAL UTILITIES STATUTORY

Mayor	33,128	
Council Members	5,367	
City Clerk	13,303	
Deputy City Clerk	11,640	
Exec. Secretary, Bd. of Public Works	8,873	- 12,546
Chairman, Board of Public Works	19,568	- 31,874
Members, Board of Public Works	5,260	
City Controller	19,568	- 31,874
Deputy Controller	6,285	- 8,515
City Attorney	19,568	- 31,874
First Asst. City Attorney	12,827	
Second Asst. City Attorney	12,827	
City Engineer	8,894	- 14,488
Plumbing Inspector	5,030	- 6,497
Electrical Inspector	6,036	- 7,797

SANITARY DISTRICT

Members of Board	600
Secretary	1,353

DEPARTMENT OF HUMAN RELATIONS

Director	26,000 - 40,885
Secretary B	12,248 - 17,035
Investigator	22,631 - 28,483
Human Relations Secretary	812

PARKING AUTHORITY

Cashier	4.84/hr.-6.66/hr.
Cashier/Clerk	4.84/hr.-6.66/hr.
Maintenance Person	14,532 - 20,378
Maintenance Helper	11,964 - 15,744
Temporary Help	5.00/hr. (Max.)

PARK DEPARTMENT

Board Members	\$ 600
Board Secretary	600
Superintendent	31,211 - 46,557
Office Manager	15,544 - 22,120
Recreation Superintendent	23,840 - 31,940
Maintenance Superintendent	27,372 - 36,660
Groundskeeper	28,483 (Max.)
Skilled Foreman	23,840 - 31,940
Golf Course Superintendent	22,631 - 28,483
Working Foreman	9.54/hr.-13.52/hr.
Geater Center Executive Director	23,840 - 31,940
Activities Director	13,821 - 19,343
Secretary/Geater	12,248 - 17,035
Custodian	6.20/hr.- 8.64/hr.
Senior Citizen Service Director	20,121 - 25,989
Head Cook	14,532 - 20,378
Van Driver	6.20/hr.- 8.64/hr.
Floriculturist	20,121 - 25,989
Greens Superintendent	23,840 - 31,940
Pro/Cashier	9,741
Temporary Help	6.50/hr. (Max.)

ALL DEPARTMENTS

Part-time Help	7.00/hr. (Max.)
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SECTION IV - Pursuant to Ordinance #43-88, as amended, the Personnel Advisory Board has the authority to revise, adjust and change the classification of all employee positions within the classification systems, COMOT, LTC and PAT, a copy of said schedules is incorporated herein by reference and made a part hereof as if copied and completely set out at length herein as Exhibits A, B, and C. Said classification systems were established pursuant to the study performed under the auspices of Waggoner, Irwin and Scheele Associates and decision of said board with respects to any and all petitions for review shall be final and conclusive.

SECTION V - This Ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.

ADOPTED by the Common Council of the City of Anderson, Indiana
this ____ day of _____, 1990.

Carroll B. Grile, President
Common Council of the City
of Anderson

ATTEST:

Marie Sylvester Riggs,
City Clerk

Presented by me, the undersigned City Clerk of the City of
Anderson, to the Mayor of said City for his approval on the
____ day of _____, 1990, at _____ o'clock,
____.m.

Marie Sylvester Riggs
City Clerk

Having examined the foregoing Ordinance, I do now, as the
Mayor of the City of Anderson, approve said Ordinance and return
the same to the City Clerk of the City of Anderson, this ____ day
of _____, 1990.

J. Mark Lawler, Mayor

PREPARED BY:
Timothy S. Lanane
City Attorney

STEPS

EXHIBIT "A"
1991 COMOT PAY SCHEDULE

CLASS I OVER 600	ANNUAL	\$18,109	\$19,179	\$20,250	\$21,320	\$22,389	\$23,461	\$24,533	\$25,604
	HOURLY	\$ 8.67	\$ 9.19	\$ 9.70	\$10.21	\$10.72	\$11.24	\$11.75	\$12.26
CLASS II 500-595	ANNUAL	\$15,544	\$16,480	\$17,417	\$18,354	\$19,293	\$20,228	\$21,164	\$22,120
	HOURLY	\$ 7.44	\$ 7.89	\$ 8.34	\$ 8.79	\$ 9.24	\$ 9.69	\$10.14	\$10.59
CLASS III 400-495	ANNUAL	\$13,821	\$14,609	\$15,393	\$16,181	\$16,968	\$17,753	\$18,538	\$19,343
	HOURLY	\$ 6.62	\$ 7.00	\$ 7.37	\$ 7.75	\$ 8.13	\$ 8.50	\$ 8.88	\$ 9.26
CLASS IV 300-395	ANNUAL	\$12,248	\$12,936	\$13,622	\$14,309	\$14,993	\$15,680	\$16,370	\$17,035
	HOURLY	\$ 5.87	\$ 6.20	\$ 6.52	\$ 6.85	\$ 7.18	\$ 7.51	\$ 7.84	\$ 8.16
CLASS V 200-295	ANNUAL	\$11,124	\$11,737	\$12,347	\$12,956	\$13,570	\$14,181	\$14,787	\$15,366
	HOURLY	\$ 5.33	\$ 5.62	\$ 5.91	\$ 6.20	\$ 6.50	\$ 6.79	\$ 7.08	\$ 7.36
CLASS VI 100-195	ANNUAL	\$10,102	\$10,649	\$11,191	\$11,737	\$12,281	\$12,822	\$13,367	\$13,907
	HOURLY	\$ 4.84	\$ 5.10	\$ 5.36	\$ 5.62	\$ 5.88	\$ 6.14	\$ 6.40	\$ 6.66

HIRE DATE AFTER SIX MONTHS AFTER ONE YEAR AFTER THREE YEARS AFTER FIVE YEARS AFTER NINE YEARS AFTER FOURTEEN YEARS AFTER TWENTY YEARS

COULD START AT THREE YEAR RATE BASED ON EXPERIENCE & BACKGROUND

EXHIBIT "B"
1991 LTC PAY SCHEDULE

STEPS

CLASS I OVER 600	ANNUAL	\$22,988	\$24,385	\$25,749	\$27,135	\$28,524	\$29,924	\$31,349	\$32,757
	HOURLY	\$11.01	\$11.68	\$12.33	\$13.00	\$13.66	\$14.33	\$15.01	\$15.69
CLASS II 500-595	ANNUAL	\$19,929	\$21,104	\$22,272	\$23,480	\$24,667	\$25,854	\$27,045	\$28,238
	HOURLY	\$ 9.54	\$10.11	\$10.67	\$11.25	\$11.81	\$12.38	\$12.95	\$13.52
CLASS III 400-495	ANNUAL	\$16,548	\$17,524	\$18,498	\$19,477	\$20,446	\$21,415	\$22,389	\$23,344
	HOURLY	\$ 7.93	\$ 8.39	\$ 8.86	\$ 9.33	\$ 9.79	\$10.26	\$10.72	\$11.18
CLASS IV 300-395	ANNUAL	\$14,532	\$15,343	\$16,191	\$17,040	\$17,874	\$18,711	\$19,543	\$20,378
	HOURLY	\$ 6.96	\$ 7.35	\$ 7.75	\$ 8.16	\$ 8.56	\$ 8.96	\$ 9.36	\$ 9.76
CLASS V 200-295	ANNUAL	\$12,939	\$13,656	\$14,369	\$15,125	\$15,853	\$16,581	\$17,306	\$18,048
	HOURLY	\$ 6.20	\$ 6.54	\$ 6.88	\$ 7.24	\$ 7.59	\$ 7.94	\$ 8.29	\$ 8.64
CLASS VI 100-195	ANNUAL	\$11,964	\$12,484	\$13,035	\$13,574	\$14,115	\$14,659	\$15,200	\$15,744
	HOURLY	\$ 5.73	\$ 5.98	\$ 6.24	\$ 6.50	\$ 6.76	\$ 7.02	\$ 7.28	\$ 7.54

HIRE DATE	AFTER SIX MONTHS	AFTER ONE YEAR	AFTER THREE YEARS	AFTER FIVE YEARS	AFTER NINE YEARS	AFTER FOURTEEN YEARS	AFTER TWENTY YEARS
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COULD START AT THREE YEAR RATE BASED ON EXPERIENCE & BACKGROUND

STEPS

CLASS I
OVER 400

CLASS II
300-395

CLASS III
200-295

CLASS IV
100-295

ANNUAL

HOURLY

ANNUAL

HOURLY

ANNUAL

HOURLY

ANNUAL

HOURLY

EXHIBIT "C"
1991 PAT PAY SCHEDULE

\$25,140	\$26,394	\$27,649	\$28,904	\$30,174	\$31,472	\$32,768	\$34,062
\$12.04	\$12.64	\$13.24	\$13.84	\$14.45	\$15.07	\$15.69	\$16.31
\$22,631	\$23,467	\$24,304	\$25,140	\$25,976	\$26,813	\$27,651	\$28,483
\$10.84	\$11.24	\$11.64	\$12.04	\$12.44	\$12.84	\$13.24	\$13.64
\$20,121	\$20,959	\$21,794	\$22,631	\$23,467	\$24,304	\$25,140	\$25,989
\$ 9.64	\$10.04	\$10.44	\$10.84	\$11.24	\$11.64	\$12.04	\$12.45
\$18,448	\$19,285	\$20,121	\$20,959	\$21,794	\$22,631	\$23,467	\$24,339
\$ 8.84	\$ 9.24	\$ 9.64	\$10.04	\$10.44	\$10.84	\$11.24	\$11.66

HIRE DATE AFTER SIX MONTHS AFTER ONE YEAR AFTER THREE YEARS AFTER FIVE YEARS AFTER NINE YEARS AFTER FOURTEEN YEARS AFTER TWENTY YEARS

COULD START AT THREE YEAR RATE BASED ON EXPERIENCE & BACKGROUND

EXHIBIT "D"

1991 EXECUTIVE PAY SCHEDULE

GRADE I:

POSITION

	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
Chairman, Board of Works	\$35,578	\$45,407	\$57,952
City Engineer, Eng. Dept.	35,578	45,407	57,952
City Attorney, Law Dept.	35,578	45,407	57,952
City Controller, Finance Dept.	35,578	45,407	57,952

GRADE II:

POSITION

	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
Adm., Personnel, Ins. & Safety	\$31,211	\$36,478	\$46,557
Director, Planning Dept.	31,211	36,478	46,557
Director, Comm. Develop.	31,211	36,478	46,557
Director, Economic Develop.	31,211	36,478	46,557
Suptintendent, Park Dept.	31,211	36,478	46,557

GRADE III:

POSITION

	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
Building Commissioner, Bldg.	\$26,000	33,636	40,885
Street Commissioner, Street	26,000	33,636	40,885
General Manager, CATS	26,000	33,636	40,885
Director, Human Relations	26,000	33,636	40,885

EXHIBIT "D"

1991 EXECUTIVE PAY SCHEDULE

GRADE I:

POSITION

	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
Chairman, Board of Works	\$35,578	\$45,407	\$57,952
City Engineer, Eng. Dept.	35,578	45,407	57,952
City Attorney, Law Dept.	35,578	45,407	57,952
City Controller, Finance Dept.	35,578	45,407	57,952
Superintendent, L&P	35,578	45,407	57,952
Superintendent, WPC	35,578	45,407	57,952
Chief of Police	35,578	45,407	57,952
Fire Chief	35,578	45,407	57,952

GRADE II:

POSITION

	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
Adm., Personnel, Ins. & Safety	\$31,211	\$36,478	\$46,557
Superintendent, Water Dept.	31,211	36,478	46,557
Director, Planning Dept.	31,211	36,478	46,557
Director, Comm. Develop.	31,211	36,478	46,557
Director, Economic Develop.	31,211	36,478	46,557
Suptintendent, Park Dept.	31,211	36,478	46,557
Utility Serv. Mgr., Data Proc.	31,211	36,478	46,557

EXHIBIT "D"
1991 EXECUTIVE PAY SCHEDULE

GRADE III:

POSITION

	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
Building Commissioner, Bldg.	\$26,000	33,636	40,885
Street Commissioner, Street	26,000	33,636	40,885
General Manager, CATS	26,000	33,636	40,885
Director, Human Relations	26,000	33,636	40,885
Adm. Asst., Board of Works	26,000	33,636	40,885
Asst. Chief of Police (2)	26,000	33,636	40,885
Deputy Fire Chief (2)	26,000	33,636	40,885
Adm. Asst., Police	26,000	33,636	40,885
Asst. Deputy Fire Chief	26,000	33,636	40,885

EXHIBIT "E"

1991 SAM PAY SCHEDULE

SAM I

<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
\$38,146	\$44,160	\$51,120

SAM II

<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
\$30,550	\$35,362	\$40,930

SAM III

	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
Director, A.P.C.	\$27,372	\$31,685	\$36,660
Director of Operations, CATS	27,372	31,685	36,660
Maintenance Supt., Park	27,372	31,685	36,660
Asst. Director, Comm.Serv./			
Econ. Development	27,372	31,685	36,660
Asst. Director, City Planning	27,372	31,685	36,660
Asst.Traffic Eng.,Traffic Eng.	27,372	31,685	36,660
Adm. Asst., Community Develop.	27,372	31,685	36,660

SAM IV

	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
Asst. Comm. Street/Sewer	\$23,840	\$27,590	\$31,940
Greens Supt., Park	23,840	27,590	31,940
Skilled Foreman, Street/Sewer	23,840	27,590	31,940
Skilled Foreman, Park Dept.	23,840	27,590	31,940
Recreation Supt., Park	23,840	27,590	31,940
Geater Center Exec. Dir., Park	23,840	27,590	31,940
Senior Humane Officer, Animal	23,840	27,590	31,940
Shelter		27,590	31,940

EXHIBIT "E"
1991 SAM PAY SCHEDULE

SAM V

	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
Street Supv./Dispatcher, CATS	\$21,034	\$24,350	\$28,188
Maint. Supv., CATS	21,034	24,350	28,188
Sign Shop Foreman, Traffic Eng.	21,034	24,350	28,188
Traffic Sign Constr/Maint			
Supt., Traffic Eng.	21,034	24,350	28,188
Director, Weights & Measures	21,034	24,350	28,188

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P. 01



CITY OF EVANSVILLE
Office of the Controller
100 ADMINISTRATION BUILDING
CIVIC CENTER COMPLEX
EVANSVILLE, INDIANA 47708
(812) 428-5492

FRANK F. McDONALD II
MAYOR

TELECOPY COVER SHEET

DATE 7-17-89

TELECOPY TO: Tom Essex, Ft. Wayne Personnel

TELECOPY PHONE NO.: 219-427-1393

TELECOPY FROM: Tom Dorsey, Evansville

NUMBER OF PAGES: 12 (Including Cover)

REMARKS: Copy of Salary Ordinance
You Requested.

ORDINANCE NO. F-89-7

INTRODUCING: JACK CORN
COMMITTEE: FINANCE

AN ORDINANCE FIXING THE SALARIES OF EVERY APPOINTIVE OFFICER, EMPLOYEE, DEPUTY, ASSISTANT, DEPARTMENTAL AND INSTITUTIONAL HEAD OF THE CITY OF EVANSVILLE FOR THE YEAR 1990 ESTABLISHING A SALARY ADMINISTRATION COMMITTEE AND ESTABLISHING SALARY ADMINISTRATION PROCEDURES.

WHEREAS, the Personnel Department of the City of Evansville has conducted an analysis of the duties and responsibilities imposed upon certain employees of the City by statute and ordinance; and

WHEREAS, that analysis has enabled the Mayor of the City of Evansville to prepare a classification of the position of each employee of the City, which the Mayor has in fact done; and

WHEREAS, the classifications prepared by the Mayor are based solely upon the analysis conducted by the Personnel Department, resulting in a system of classification based solely on objective factors, without regard to personalities; and

WHEREAS, within each classification there is a schedule of salary ranges permitting a still greater degree of flexibility and objectivity in fixing salaries by permitting recognition of factors such as an individual's experience, special skills, and the like; and

WHEREAS, the Mayor of the City of Evansville has fixed the salary of each employee of the City of Evansville according to the classification described herein; and

WHEREAS, the result of the Mayor's fixing of salaries is a salary schedule which accurately and objectively reflects the duties and responsibilities of the employees of the City of Evansville, and which is fair and equitable to the employees, and which provides an incentive for persons to seek employment with the City and to remain employed by the City once hired; and

WHEREAS, the funds for such salaries are to be provided from the City's budget for 1990 and other sources as may be specified by the Common Council of the City.

THEREFORE, be it ordained by the Common Council of the City of Evansville, that:

FILED

JUL 12 1989

Betty Lou Jarboe
CLERK

Section 1. PAYMENT OF EMPLOYEES

(A). From and after the first day of January, 1990, the appointive officers, employees, deputies, assistants, departmental and institutional heads of the City of Evansville shall be paid according to the schedule of salary grades set out in this ordinance, subject to budgetary provisions, in the City official Salary Administration Plan and limited to the amounts set forth and adopted by the City Council. Rates set for bargaining units through negotiated agreements shall have the applicable rates specified within the agreement and shall fall within the ranges specified in this ordinance. No salaries of public officers shall be paid in advance pursuant to IC 5-7-3-1.

(B). The City of Evansville will comply with Federal Wage-Hour guidelines for all non-exempt employees.

Section 2. SALARY ADMINISTRATION PLAN

Effective January 1, 1990, the following procedure, which constitutes the Salary Administration Plan of the City of Evansville, shall be in full force and effect.

(A) The Mayor of the City of Evansville names the following members of the Salary Administration Committee:

- (1) The City Controller
- (2) The Director of the Personnel Department
- (3) The Chairman of the City Council Finance Committee
- (4) The Mayor of the City of Evansville
- (5) The City Council President

(B) The Personnel Department has established a classification of the position of each employee of the City, which classification is based upon factors of experience, skill, education, complexities of duties, and similar factors. For each job classification there is established by this Ordinance a salary range with a fixed minimum and fixed maximum.

(C) The Finance Committee will set the total dollar appropriation by department during budget hearings and shall base its determination upon approved staffing requirements of each department. Consideration shall be given to the total percentage granted for cost of living, any general increase, new employees, merit increases, and reductions anticipated in the staff.

(D) The Salary Administration Committee shall meet and make recommendation for the salaries to be paid to each employee of the City for the coming year. The salaries established by the Common Council, once fixed, shall not be increased during the fiscal year. Salaries fixed by the Ordinance at the maximum amount may be reduced in accordance with the provisions of IC 36-4-7-3. Salaries authorized by the Mayor shall be within the fixed limitations of total appropriated funds for salaries as provided in sub-section (C) of this section.

(E) In no event shall salaries exceed the fixed maximum established by this Ordinance for the pay grade and classification of the job and in no event to exceed the 1990 budget as adopted by Common Council.

(F) The Salary Administration Committee shall be charged with the general responsibility for recommending merit increases, adjustment of inequities, determining percentage increases, and approving the staffing requirements of each department in order to make recommendations to the Joint Finance Committee for budgetary purposes.

(G) The Salary Administration Committee shall meet upon being called by the Mayor, to consider salary matters as the need for consideration arises.

Section 3: GRADES, CLASSIFICATIONS, AND SCHEDULE OF SALARY RANGE

The following classifications, grades and schedule of salary ranges are hereby established for positions held by City Employees (Ranges are set for base pay only and do not reflect any payment of required overtime. All rates are annualized and based on 2080 hours per year for hourly positions):

	MINIMUM	MAXIMUM	CLASS
L1	\$6,968	\$15,972	301
L2	9,264	20,583	302
L3	11,580	23,726	303
L4	13,896	26,074	304
L5	15,054	31,640	305
L6	16,160	33,922	306

A. LABOR, TRADES, AND CRAFTS (LTC)

<u>Position</u>	<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Animal Control Officer	L2	9,264	20,583
Backhoe Operator	L4	13,896	26,074
Bus Operator	L3	11,580	23,726
Carpenter	L4	13,896	26,074
Chief Electrician	L5	15,054	31,640
Custodian I	L2	9,264	20,583
Custodian II	L3	11,580	23,726
Electrician	L4	13,896	26,074
Groundskeeper	L2	9,264	20,583
Heating/Air Condition Repair	L4	13,896	26,074

<u>Position</u>	<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Board Secretary	C1	6,968	13,359
Clerk I	C2	9,090	18,599
Clerk II	C3	9,595	20,786
Clerk III	C4	10,100	22,225
Clerk Typist I	C2	9,090	18,599
Clerk Typist II	C3	9,595	20,786
Clerk Typist III	C4	10,100	22,225
Clinic Clerk	C2	9,090	18,599
Clinic Secretary	C4	10,100	22,225
Computer Clerk	C3	9,595	20,786
Computer Technician	C4	10,100	22,225
Control Worker	C4	10,100	22,225
Crew Supervisor	C6	11,110	26,904
Data Console Operator	C3	9,595	20,786
Deputy City Clerk	C5	10,605	23,980
Deputy Traffic Clerk	C3	9,595	20,786
Dispatcher	C4	10,100	22,225
Electronic Tech.	C6	11,110	26,904
Enforcement Officer	C4	10,100	22,225
Executive Secretary	C6	11,110	26,904
Head Bookkeeper	C5	10,605	23,980
Hearing Officer	C5	10,605	23,980
Inspector I	C2	9,090	18,599
Inspector II	C3	9,595	20,786
Inspector III	C4	10,100	22,225
Inspector IV	C5	10,605	23,980
Inspector V	C6	11,110	26,904
Intern	C1	6,968	13,359
Interpreter	C6	11,110	26,904
Laboratory Tech- nician I	C4	10,100	22,225
Laboratory Tech- nician II	C5	10,605	23,980
Library Assistant	C2	9,090	18,599
Nurse Assistant	C2	9,090	18,599
Nutrition Aide	C2	9,090	18,599
Nutrition Aide (PT)	C1	6,968	13,359
Office Manager	C5	10,605	23,980
Payroll Clerk	C4	10,100	22,225
Permit Officer	C4	10,100	22,225
Pound Master	C6	11,110	26,904
Rabies Control Officer	C5	10,605	23,980
Radio Engineer	C5	10,605	23,980
Radio Operator	C4	10,100	22,225
Redevelopment Tech.	C3	9,595	20,786
Revenue Clerk	C2	9,090	18,599
Rod Technician I	C4	10,100	22,225
Screening Coor- dinator	C4	10,100	22,225

<u>Position</u>	<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Secretary I	C2	9,090	18,599
Secretary II	C3	9,595	20,786
Secretary III	C4	10,100	22,225
Secretary IV	C5	10,605	23,980
Secretary/Staff Assistant	C2	9,090	18,599
Senior Citizen Leader	C5	10,605	23,980
Staff Aide	C2	9,090	18,599
Supervisor	C6	11,110	26,904
System Technician	C5	10,605	23,980
Technician II	C3	9,595	20,786
Technician III	C4	10,100	22,225
Technician IV	C5	10,605	23,980
Traffic Clerk	C4	10,100	22,225
Veterinarian Technician	C2	9,090	18,599

C. PROFESSIONAL, ADMINISTRATIVE AND TECHNOLOGICAL (PAT)

	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>FACTOR POINTS</u>	<u>CLASS</u>
P1	\$6,968	\$17,547	0-100	201
P2	11,110	21,641	101-200	202
P3	13,130	26,319	201-300	203
P4	15,150	28,660	301-400	204
P5	17,170	30,998	401-500	205
P6	19,190	35,092	501-600	206
P7	22,220	39,772	601-650	207
P8	25,250	46,790	650-675	208
P9	28,280	52,639	675 and above	209

<u>Position</u>	<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Accountant III	P4	15,150	28,660
Accountant IV	P5	17,170	30,998
Accounting Manager	P5	17,170	30,998
Administrative Officer	P4	15,150	28,660
Administrator I	P2	11,110	21,641
Administrator II	P3	13,130	26,319
Administrator III	P4	15,150	28,660
Air Inspector	P4	15,150	28,660
Assistant City Attorney	P4	15,150	28,660
Asst. City Engineer	P6	19,190	35,092

<u>Position</u>	<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Heavy Equipment Operator	L4	13,896	26,074
Janitor	L2	9,264	20,583
Laborer	L2	9,264	20,583
Lead Mechanic	L6	16,160	33,922
Lead Person	L3	11,580	23,726
Maintenance I	L2	9,264	20,583
Maintenance II	L3	11,580	23,726
Mechanic	L4	13,896	26,074
Meter Repair/ Crew Leader	L3	11,580	23,726
Meter Police	L2	9,264	20,583
Operator I	L2	9,264	20,583
Operator II	L3	11,580	23,726
Painter	L3	11,580	23,726
Plumber/Pipe Fitter	L4	13,896	26,074
Pound Helper	L2	9,264	20,583
Printer	L3	11,580	23,726
Property Manager	L2	9,264	20,583
Seasonal/Temporary	L1	6,968	15,972
Service Person	L3	11,580	23,726
Street Sweeper	L3	11,580	23,726
Tool Crib & Parts Person	L3	11,580	23,726
Tree Cutter	L3	11,580	23,726
Truck Driver	L3	11,580	23,726
Welder	L5	15,054	31,640
Zookeeper I	L2	9,264	20,583
Zookeeper II	L3	11,580	23,726

B. CLERICAL, OFFICE MACHINE OPERATORS, TECHNICAL AND SUPERVISORY
(COMOTS)

	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>FACTOR POINTS</u>	<u>CLASS</u>
C1	\$6,968	\$13,359	0-100	101
C2	9,090	18,599	101-200	102
C3	9,595	20,786	201-300	103
C4	10,100	22,225	301-400	104
C5	10,605	23,980	401-500	105
C6	11,110	26,904	500 and above	106

<u>Position</u>	<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Account Clerk I	C2	9,090	18,599
Account Clerk II	C3	9,595	20,786
Account Clerk III	C4	10,100	22,225
Account Clerk IV	C5	10,605	23,980
Administrative Assistant	C3	9,595	20,786

<u>Position</u>	<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Assistant Director	P6	19,190	35,092
Assistant Librarian	P2	11,110	21,641
Asst. Relocation Officer	P4	15,150	28,660
Assistant Super- intendent	P5	17,170	30,998
Associate Curator	P3	13,130	26,319
Building Commis- sioner	P7	22,220	39,772
Business Develop- ment Officer	P4	15,150	28,660
Buyer	P2	11,110	21,641
Case Investigator	P4	15,150	28,660
City Attorney	P7	22,220	39,772
City Engineer	P8	25,250	46,790
Client Relations Specialist	P4	15,150	28,660
Communicable Disease Investigator	P3	13,130	26,319
Contract Compliance Officer	P3	13,130	26,319
Controller	P9	28,280	52,639
Coordinator	P3	13,130	26,319
Corporate Counsel	P8	25,250	46,790
Curator IV	P5	17,170	30,998
Deputy Controller	P6	19,190	35,092
Deputy Director	P6	19,190	35,092
Director III	P4	15,150	28,660
Director IV	P5	17,170	30,998
Director V	P6	19,190	35,092
Director VI	P7	22,220	39,772
Drafting Technician	P3	13,130	26,319
Electronic Tech- nician	P5	17,170	30,998
Engineer I	P3	13,130	26,319
Engineer II	P4	15,150	28,660
Engineer III	P5	17,170	30,998
Engineer IV	P6	19,190	35,092
Environmental Manager	P5	17,170	30,998
Epidemiologist	P4	15,150	28,660
Executive Assistant	P7	22,220	39,772
Executive Director	P8	25,250	46,790
Finance Officer III	P4	15,150	28,660
Finance Officer IV	P5	17,170	30,998
Finance Specialist II	P3	13,130	26,319
Finance Specialist III	P4	15,150	28,660
Foreman	P4	15,150	28,660
Golf Course Superintendent	P5	17,170	30,998
Golf Professional	P4	15,150	28,660
Health Officer	P9	28,280	52,639

<u>Position</u>	<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Health Supervisor	P4	15,150	28,660
Hearing Officer	P5	17,170	30,998
Historic Preservation Officer	P4	15,150	28,660
Historic Preservation Specialist	P3	13,130	26,319
Immunization Rep.	P4	15,150	28,660
Inspector I	P2	11,110	21,641
Inspector II	P3	13,130	26,319
Inspector III	P4	15,150	28,660
Intern	P1	6,968	17,547
Investigator III	P4	15,150	28,660
Lab Monitor/Manager	P4	15,150	28,660
Librarian	P2	11,110	21,641
Manager I	P2	11,110	21,641
Manager II	P3	13,130	26,319
Manager III	P4	15,150	28,660
Manager IV	P5	17,170	30,998
Medical Social Worker	P4	15,150	28,660
Naturalist	P3	13,130	26,319
Nurse	P4	15,150	28,660
Nurse Practitioner	P5	17,170	30,998
Nutritionist	P4	15,150	28,660
Pediatric Nurse Associate	P5	17,170	30,998
Personnel Spec.	P3	13,130	26,319
Planner I	P2	11,110	21,641
Planner II	P3	13,130	26,319
Planner III	P4	15,150	28,660
Planner IV	P5	17,170	30,998
Planner V	P6	19,190	35,092
Plans Examiner	P4	15,150	28,660
Program Manager	P5	17,170	30,998
Project Engineer	P4	15,150	28,660
Real Estate Officer	P4	15,150	28,660
Redevelopment Spec.	P4	15,150	28,660
Rehab Administrator	P5	17,170	30,998
Rehab Specialist	P3	13,130	26,319
Relocation Officer I	P4	15,150	28,660
Relocation Officer II	P5	17,170	30,998
Safety Manager	P3	13,130	26,319
Sanitarian II	P3	13,130	26,319
Sanitarian III	P4	15,150	28,660
Security/Staff Assistant	P2	11,110	21,641
Senior Finance Specialist	P4	15,150	28,660
Senior Rehab Specialist	P4	15,150	28,660
Skating Pro	P2	11,110	21,641
Social Worker	P4	15,150	28,660
Specialist	P1	6,968	17,547
Sports Assistant	P3	13,310	26,319

<u>Position</u>	<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
Superintendent II	P3	13,130	26,319
Superintendent III	P4	15,150	28,660
Superintendent IV	P5	17,170	30,998
Superintendent V	P6	19,190	35,092
Supervisor I	P2	11,110	21,641
Supervisor II	P3	13,130	26,319
Supervisor III	P4	15,150	28,660
Supervisor IV	P5	17,170	30,998
Technician I	P3	13,130	26,319

D. Law Enforcement

<u>Position</u>	<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Class</u>
Park Ranger	1	15,000	21,000	401
Probationary Officer	2	17,000	24,150	402
Patrolman	3	19,000	27,300	403
Detective Corporal	4	21,000	29,400	404
Sergeant	5	23,000	31,500	405
Lieutenant	6	24,000	33,600	406
Captain	7	26,000	35,700	407
Inspector	8	28,000	39,900	408
Chief	9	32,000	44,100	409

E. Firefighters

<u>Position</u>	<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Class</u>
Probationary F.F., EMT	1	17,000	24,150	501
First Class Firefighter	2	19,000	27,300	502
Lieutenant	3	20,000	28,350	503
Captain, First Class Firefighter/ EMT	4	21,000	29,400	504
Inspector, Fire Investigator, Captain/EMT	5	23,000	30,450	505
Instructor, Hospital Safety Coordinator, Fire Safety Education Officer	6	24,000	32,550	506
District Chief, Chief Administrative Officer, Chief Instructor, Fire Prevention Coordinator	7	26,000	34,650	507

<u>Position</u>	<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Class</u>
Battalion Chief, Chief Inspector, Supt. of Fire Alarm	8	28,000	36,750	508
Deputy Chief	9	30,000	40,950	509
Chief	10	32,000	44,100	510

(Salary ranges specify base rates and do not include bonuses, shift differentials or other payments as set forth in writing in any Agreement between bargaining units and the City.)

Section 4: APPOINTED BOARD MEMBERS

Member, Board of Public Works	\$1,300
Member, Board of Public Safety	1,200
Member, Board of Parks and Recreation	480
Member, Board of Cemeteries	180
Member, Board of Levee	1,200
Member, Fire Merit Commission	1,000
Member, Police Merit Commission	1,000
Member, Fire Pension Board	60
Secretary, Fire Pension Board	3,300
Secretary, Police Pension Board	3,600

LABOR GRADE	NUMBER IN DEPT. 1990	TITLE	NUMBER IN DEPT. 1991
<u>CITY CLERK'S OFFICE</u>			
12	1	Chief Deputy	1
10	1	Supervisor	1
9	1	Research Assistant	1
8	1	Executive Secretary/Bookkeeper	1
7	0	Violations Clerk	1
7	2	Receptionist/Clerk	2
UC	1	Council Attorney	1

PARKS AND RECREATION

19	1	Director	1
17	3	Superintendent	3
17	1	Associate Director A	1
16	1	Manager A	1
16	1	Associate Director B	1
15	1	Assistant Superintendent	1
15	7	Manager B	7
14	2	Manager C	2
13	6	Supervisor A	7
12	2	Manager D	3
12	6	Supervisor B	6
12	1	Administrative Assistant	1
11	6	Supervisor C	8
11	1	Assistant Supervisor	2
11	3	Golf Green Superintendent	3
5	0	Payroll Specialist	1
UC	3	Golf Course Pro Manager	3

METRO HUMAN RELATIONS COMMISSION

17	1	Executive Director	1
15	1	Deputy Director	1
15	1	Staff Attorney	1
12	1	Chief Investigator	1
7	1	Executive Secretary VII	1

MAYOR'S OFFICE

19	2	Staff Director	2
18	1	Director of Strategic Planning	1
14	2	Executive Assistant	2
11	3	Administrative Assistant	3
8	1	Executive Secretary VIII	1
7	1	Receptionist	1

Internal Audit

17	1	Director of Internal Audit	1
11	1	Staff Auditor	1

Public Information

14	1	Director, Public Information	1
12	1	Public Information Officer	1
4	2	Executive Secretary IV	2

Citizen's Advocate

14	1	Citizen's Advocate	1
11	1	Neighborhood Specialist	1
11	1	Veterans' Service Officer	1
8	2	Assistant Citizen's Advocate	2

Law Department

UC	1	City Attorney	1
UC	4	Associate City Attorney	4
18	1	Staff Attorney	1
9	1	Legal Research Secretary	1

Personnel

18	1	Director of Personnel/Labor Relations	1
16	1	Associate Director of Personnel/Labor Relations	1
14	1	EEO/AA Administrator	1
14	1	Labor Relations Administrator	1
12	2	Employment Specialist	2
10	1	Office Manager	1
10	1	Benefits Administrator	1
9	1	Administrative Assistant IX	1
7	1	Executive Secretary VII	1
5	1	Executive Secretary V	1

Drug Regional Advisory Council

13	1	Director, Regional Coordinating Office	1
9	1	Project Assistant	1
8	1	Executive Secretary VIII	1

Bicentennial Celebration Council

15	0	Executive Director	1
8	0	Executive Secretary VIII	1

FINANCE AND ADMINISTRATION

19	1	Director of Finance & Administration	1
18	1	Deputy Controller	1
15	1	Accounting Systems Manager	1
13	1	Accounting Supervisor	1
9	1	Executive Secretary IX	1

Risk Management

12	1	Risk Manager/Safety Investigator	1
9	1	Executive Secretary IX	1

Purchasing

16	1	Director of Purchasing	1
10	1	Assistant Purchasing Director	1

Payroll

13	1	Supervisor of Payroll Services	1
9	3	Payroll Administrators	3

Operations (C.U.)

18	1	Director	1
7	1	Executive Secretary VII	1

Right of Way/Abandoned Vehicle

13	1	Supervisor	1
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Customer Relations (C.U.)

13	1	Supervisor	1
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Meter Reading (C.U.)

13	1	Supervisor	1
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General Accounting

13	1	Supervisor	1
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Office & Administrative Services (C.U.)

13	1	Supervisor	1
7	2	Executive Clerical Secretary	2
5	2	Executive Clerical Assistant	2

PUBLIC WORKS

19	1	Director	1
12	1	Clerk to Board	1
12	1	Administrative Assistant	1
12	1	Solid Waste Manager	1
9	1	Executive Secretary IX	1

City Engineer

18	1	City Engineer	1
16	1	Supervisor of Technical Services/IMS	1
13	1	Project Coordinator/Leader	1

Transportation Engineering

18	1	Director	1
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Street Engineering

16	0	Street Engineer	1
15	1	Assistant Street Engineer	1

Traffic Engineering

16	1	Traffic Engineer	1
15	1	Assistant Traffic Engineer	1
14	1	Signal Superintendent	1
13	1	Sign and Marking Supervisor	1
13	2	Signal Foreman	2

Street Department

18	1	Director of Transportation/Operations	1
13	2	Assistant Street Commissioner	2
10	8	General Foreman	8

Garage (C.U.)

12	5	Garage Supervisor	5
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Street Light Engineering

16	1	Chief Lighting Engineer	1
14	2	Superintendent of St. Lighting Warehouse	2

Water Resources (C.U.)

18	1	Director of Water Resources/Engineering and Services	2
17	0	Chief Engineer	1
13	1	Project Leader	1

Water Engineering (C.U.)

16	0	Assistant Chief Water Engineer	1
15	0	Professional Engineer	1

Filtration Plant (C.U.)

17	1	Superintendent	1
16	2	Assistant Superintendent	2
15	2	Maintenance Supervisor	2
12	0	* Senior Analytical Chemist	1
9	1	Administrative Assistant	1

Water Maintenance and Services (C.U.)

16	1	Superintendent	1
14	2	Supervisor	2
12	1	Assistant Supervisor of Service	1
12	1	General Foreman	1

WPC Engineering (C.U.)

16	0	Assistant Chief Engineer	1
15	2	Professional Engineer	2

WPC Plant (C.U.)

17	1	Superintendent	1
16	1	Manager of Operations	1
15	1	Supervisor of Industrial Waste & Control	1
15	1	Supervisor of Maintenance	1
13	1	Agronomist	1
13	0	Program Manager	1
13	1	Assistant Supervisor of Maintenance	1

WPC Maintenance (C.U.)

16	1	Superintendent	1
14	1	Assistant Superintendent	1
12	2	General Foreman	2

Technical Services (C.U.)

16	1	Supervisor	1
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COMMUNITY AND ECONOMIC DEVELOPMENT

19	1	Director	1
18	0	Director of Planning	1
17	1	Fiscal Administrator	1
16	3	Senior Planner (Planner III)	3
14	1	Assistant to the Director	1
9	1	Office Manager	1

8	3	Executive Secretary VIII	3
<u>Economic Development</u>			
18	1	Director of Economic Development	1
15	2	Sr. Economic Development Specialist	2
13	4	Economic Development Specialist	4
11	0	Asst. Economic Development Specialist	1
10	1	Administrative Assistant X	1
7	0	* Executive Secretary VII	1
6	1	Executive Secretary VI	1
<u>Redevelopment</u>			
18	1	Director of Redevelopment	1
15	0	* Senior Redevelopment Specialist	1
13	2	Redevelopment Specialist	1
<u>Neighborhood Code Enforcement</u>			
17	1	NCE Administrator	1
14	1	Enforcement Manager	1
12	1	Case Systems Manager	1
<u>Housing and Neighborhood Development Services</u>			
17	1	HANDS Administrator	1
14	1	Loan Processing Manager	1
14	0	Program Development Manager	1
<u>Contract Compliance</u>			
17	1	Compliance Administrator	1
10	1	Compliance Officer	1
<u>POLICE CIVILIANS</u>			
13	0	Public Safety Records Supervisor	1
13	1	Director, Victim's Assistance	1
11	1	Sr. Victim's Advocate	1
11	1	Administrative Assistant	1
10	1	Senior Crime Analyst	1
9	8	Records Bureau Technician	8
9	0	Child Safety Educator	1
8	1	Crime Analyst	1
8	2	Victim's Advocate	2
6	1	Executive Secretary VI	1

POLICE COMMAND

17	1	Chief of Police	1
16	1	Assistant Chief	1
15	4	Deputy Chief	4
13	9	Captain	9

FIRE COMMAND

17	1	Fire Chief	1
16	1	Deputy Chief	1
15	4	Assistant Chief	4
13	15	District Chief	15
7	1	Executive Secretary VII	1

ANIMAL CONTROL

15	1	Shelter Manager	1
12	1	Office Supervisor	1
11	2	Supervisor	2

COMMUNICATIONS

17	1	Chief of Communications	1
15	1	Director of Operations	1
13	3	Supervisor of Dispatchers	3
13	1	* Supervisor of Technicians	1
13	1	Assistant Director of Operations	1
12	6	Electronics Technician	6
9	1	Administrative Assistant	1

SUMMARY OF CHANGES FROM PAST SALARY ORDINANCES

1986 SALARY ORDINANCE

Additions:	26
Changes (Title):	32
Upgrades:	30
Deletions:	5

1987 SALARY ORDINANCE

Additions:	13
Changes (Title):	1
Upgrades:	5
Deletions:	2

1988 SALARY ORDINANCE

Additions:	8
Changes (Title):	3
Upgrades:	0
Deletions:	10

1989 SALARY ORDINANCE

Additions:	24
Changes (Title):	8
Upgrades:	18
Deletions:	33

1990 SALARY ORDINANCE

Additions:	17
Changes/Upgrades:	13
Deletions:	8

1991 SALARY ORDINANCE

Additions:	4
Changes (Title):	25
Upgrades:	5
Deletions:	3

EMPLOYEE SERVICE LIST

0 - 1 1/2 years	48
More than 1 1/2 years/less than 5	78
More than 5/less than 10	46
More than 10/less than 20	72
More than 20 years	44
TOTAL	289

1990 Salary Ranges by Labor Grade & Employees in Each LG & Range

<u>LG/EES</u>	<u>MIN</u>	<u>MID</u>	<u>MAX</u>
1/0	9,560	11,456	13,252
2/0	10,755	12,888	14,909
3/5	11,950	14,321 = 100%	16,566
4/3	13,145 = 100%	15,753	18,225
5/3	14,339 = 100%	17,184	19,880
6/2	15,535 = 100%	18,617	21,535
7/9	16,729 = 100%	20,048	23,192
8/10	17,924 = 100%	21,479	24,849
9/19	19,120 = 100%	22,913	26,506
10/15	20,314=12=80%	24,345=03=20%	28,162
11/19	21,509=17=89%	25,778=01=11%	29,819
12/34	22,704=27=79%	27,209=06=18%	31,971=1=3%
13/55	23,901=15=27%	28,642=40=73%	33,133
14/17	25,093=08=47%	29,980=09=53%	34,787
15/29	26,289=14=48%	31,506=15=52%	36,444
16/19	28,994=12=63%	34,747=07=37%	40,194
17/14	32,264=06=43%	38,666=08=57%	44,727
18/10	35,800=09=90%	42,904=01=10%	49,629
19/6	39,777=01=17%	47,670=05=83%	55,143

TOTAL/269 167 @ between Min/Mid = 62%; 101 @ between Mid/Max =
37.5%; 1 @ at Max=.4%

TO: Tim McCaulay

July 25, 1989

FROM: Nancy Kloha

SUBJECT: 1989 Salary Ranges by Labor Grade & Employees
in Each LG & Range

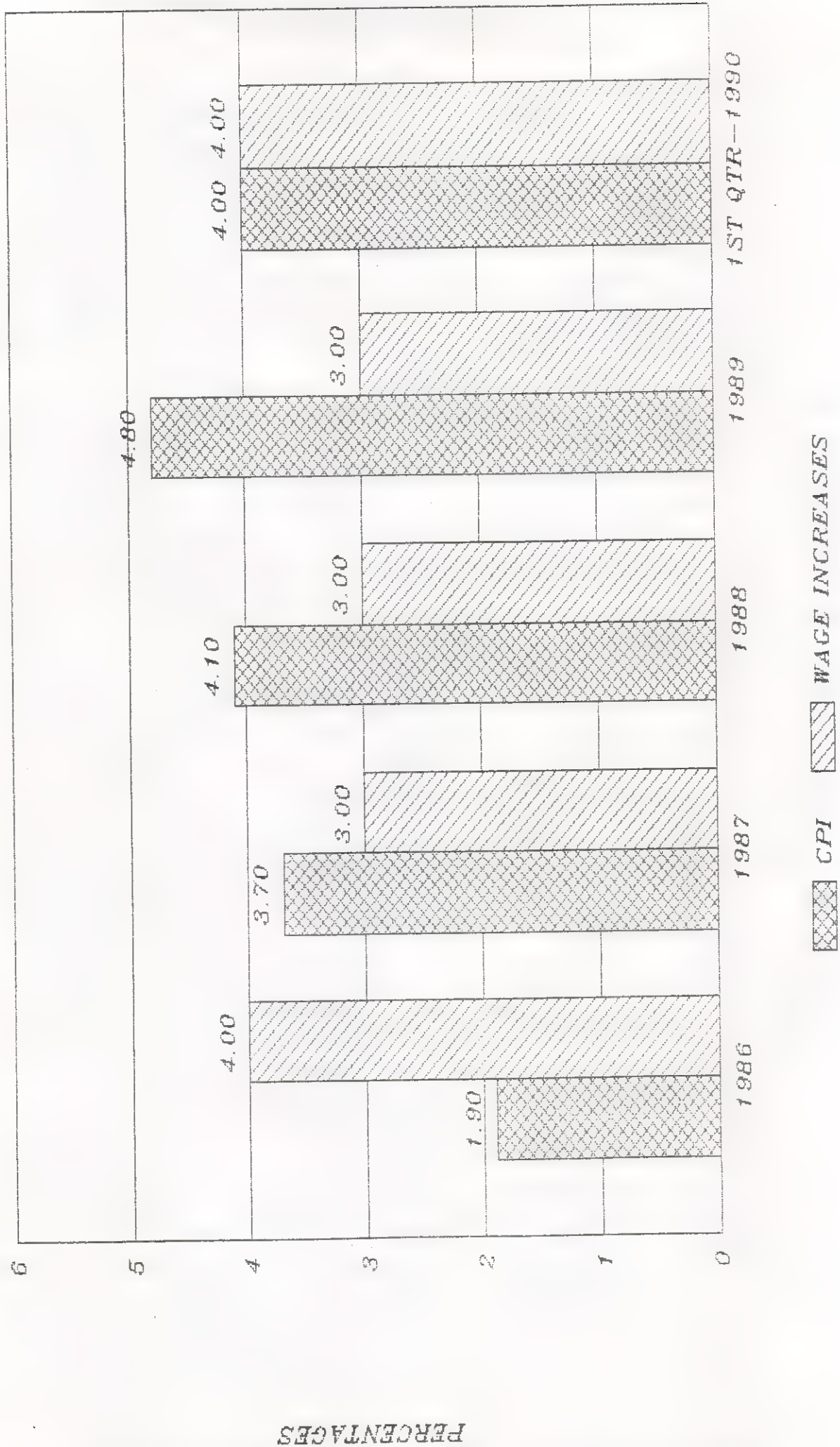
<u>LG/Ees</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
1/0	9,465	11,042	12,773
2/0	10,649	12,422	14,370
3/2	11,832	13,803 = 2 = 100%	15,967
4/2	13,015 = 1 = 50% 1 @ -13,015 = 50%	15,184	17,566
5/7	14,197 = 6 = 86%	16,563 = 1 = 14%	19,161
6/2	15,381 = 1 = 50%	17,944 = 1 = 50%	20,757
7/6	16,563 = 5 = 83%	19,323 = 1 = 17%	22,354
8/8	17,747 = 5 = 63% 2 @ -17,747 = 25%	20,703	23,951 = 1 = 12%
9/18	18,931 = 17 = 94%	22,085 = 1 = 6%	25,548
10/17	20,113 = 13 = 76%	23,465 = 3 = 18%	27,144 = 1 = 6%
11/13	21,296 = 5 = 38%	24,846 = 8 = 62%	28,741
12/31	22,479 = 20 = 65%	26,226 = 11 = 35%	30,815
13/54	23,664 = 15 = 28%	27,607 = 35 = 65%	31,935 = 3 = 6% 1 @ 31,935+ = 2%
14/16	24,845 = 8 = 50% 1 @ -24,845 = 6%	28,986 = 7 = 44%	33,530
15/35	26,029 = 5 = 14%	30,367 = 30 = 86%	35,127
16/17	28,707 = 9 = 53%	33,491 = 8 = 47%	38,741
17/14	31,945 = 5 = 36%	37,268 = 8 = 57%	43,110 = 1 = 7%
18/12	35,446 = 7 = 58%	41,353 = 5 = 42%	47,835
19/6	39,383	45,947 = 6 = 100%	53,150
Total/260	122 @ Min/Mid = 47% 4 @ -Min = 2%	127 @ Mid/Max = 49%	6 @ Max = 2% 1 @ Max+ = Oops!

MERIT INCREASES 1989

DEPARTMENT	NAME	OLD SAL.	NEW SAL.	DIF.	2080	DATE EFF.
MAYOR'S OFFICE	PRICE, KATHERINE L.	\$8.1393	\$8.9899	\$0.85	1769.248	1/1/89
STREET	MERCHANT, KAREN S	\$13.4976	\$15.3533	\$1.86	3859.856	2/21/89
COUNCIL	LOVE-JACOBSON, KATE	\$9.1000	\$10.0100	\$0.91	1892.800	10/7/89
PARKS	ACOSTA, ANTONIO	\$10.5178	\$11.7081	\$1.19	2475.824	6/1/89
PARKS	LOZO, KENNETH M	\$10.2385	\$11.0918	\$0.85	1774.864	9/29/89
WPC MAINTENANCE	KOHRMAN SR., WILLIAM E	\$14.8196	\$15.6294	\$0.81	1684.384	6/21/89
CITY ATTORNEY	BROWN, DIANE C	\$9.1013	\$10.0023	\$0.90	1874.080	1/1/89
CITY ATTORNEY	KNOX, RHEBA J	\$17.7836	\$18.6728	\$0.89	1849.536	8/1/89
CITY CLERK	STAHLHUT, PATRICIA	\$7.8900	\$8.6700	\$0.78	1622.400	9/25/89
CITY CLERK	PARNIN, ANGELA	\$8.2100	\$9.4100	\$1.20	2496.000	10/7/89
BOW	MORRIS, THELMAS A	\$9.6357	\$10.1267	\$0.49	1021.280	6/26/89
TRAFFIC ENG.	*DAVIS, STEVEN W	\$12.7750	\$14.2500	\$1.47	3068.000	3/1/89
CITY CLERK	ESHCOFF, NADEJDA	\$10.8100	\$12.0100	\$1.20	2496.000	10/7/89
CONTROLLER	AIKEN, KAREN C	\$15.0380	\$15.6400	\$0.60	1252.160	11/20/89
CITY CLERK	JONES, CAROLYN S	\$9.6700	\$10.8700	\$1.20	2496.000	10/7/89
COMMUNICATIONS	DUSEK, GUY M	\$12.5863	\$13.5625	\$0.98	2030.496	1/1/89
PARKS	ARNOLD, ROBERT C	\$18.9784	\$21.4986	\$2.52	5242.016	1/1/89
PARKS	SCHOMBURG, MATTHEW P	\$13.5565	\$14.5993	\$1.04	2169.024	4/27/89
STREET	FIRKS, RICHARD	\$11.0658	\$13.0500	\$1.98	4127.136	2/21/89
STREET	DINSE, ROBERT	\$13.4976	\$15.3533	\$1.86	3859.856	2/21/89
GARAGE	HECK, DONALD	\$12.9000	\$14.8149	\$1.91	3982.992	2/21/89
					53043.95	



CPI VS. WAGE INCREASE



1 BILL NO. D-90-07-01

2 SPECIAL ORDINANCE NO. S- 174-90

3 AN ORDINANCE fixing the salaries of
4 each and every appointed officer,
5 employee, deputy assistant, departmental
6 and institutional head of the Civil
7 City and City Utilities of the City
8 of Fort Wayne, Indiana for the year 1991

9 WHEREAS, the Mayor and the Common Council of the City
10 of Fort Wayne, Indiana, have according to the powers outlined in
11 IC 36-4-7-3 and IC 36-8-3-3(d) assigned to each employee of the
12 Civil City of Fort Wayne and of City Utilities of Fort Wayne a
13 Labor Grade under the City Classification System established by
14 Ordinance No. S-34-73 as subsequently modified and improved,
15 which grades should accurately reflect the duties and responsi-
16 bilities of said employees, and

17 WHEREAS, the Mayor of the City of Fort Wayne has recom-
18 mended a maximum salary level for each labor grade in a system-
19 atic way, and

20 WHEREAS, the Clerk of the City of Fort Wayne, the Park
21 Department Board and the Metropolitan Human Relations Commission
22 have recommended labor grade designations for positions within
23 their respective jurisdiction, and

24 WHEREAS, the Common Council must assure that salaries
25 reflect the duties and responsibilities assigned to each
26 employee, and to be certain that such salaries are fair and
27 equitable, and

28 WHEREAS, the funds of such salaries are to be provided
29 for the 1991 City Budget and from City Utilities operating funds
30 and other sources as may be specified by the Common Council.
31
32

1 NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF
2 THE CITY OF FORT WAYNE, INDIANA:

3 SECTION 1. That all employees of the Civil City of
4 Fort Wayne and of City Utilities, shall be classified by the
5 departments, titles and labor grades herein designated, and that
6 no changes be made in any labor grade without the specific
7 approval of the Common Council except for those brought about by
8 collective bargaining with authorized representatives of City or
9 Utilities employees in accordance with the existing collective
10 bargaining agreements.

11
12 SECTION 2. That the following scale of Minimum
13 and Maximum Salaries is hereby fixed and authorized as a scale
14 for approved labor grades. It shall be the City's policy that no
15 employee shall be paid below the minimum and the maximum will not
16 be exceeded, except for approved shift differentials, approved
17 longevity pay, approved overtime pay, approved technical skill
18 pay, approved educational bonus or approved clothing allowance.

19 A. That the following fringe benefits are hereby
20 approved for the year 1991 for the employees in the Fire Command:

21 FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- 22 - 25 year longevity bonus \$1,000/yr
23 - Hazardous Duty/Technical Pay 750/yr
24 - Educational Bonus 250/yr
25 (Associate Degree or higher - Fire Science Technology)
26 - Clothing Allowance 1,000/yr

27 B. That the following fringe benefits are hereby
28 approved for the year 1991 for the employees in the Police
29 Command:

30 POLICE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- 31 - Educational Bonus
32 - Associate's Degree \$ 450/yr

- Bachelor's Degree 900/yr
- Master's Degree 1,350/yr
- Clothing Allowance 1,000/yr

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A
PART HEREOF IN ITS ENTIRETY

This scale, as reflected on Exhibit "A", is an attempt to maintain an orderly, consistent and competitive pay policy and is based upon the application of results of salary surveys. Actual adjustments in salaries within amounts fixed herein by Council will result from 1) any general increase to be specified subsequent to adoption of this Ordinance, and/or 2) any adjustment to the base pay for an individual's labor grade, and/or 3) progression to a level specified in an approved collective bargaining agreement between the City of Fort Wayne and a recognized representative organization.

SECTION 3. The following is a true and complete listing of all Civil City and City Utilities salaried non-bargaining unit positions by Department, Position Title, and Labor Grade. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City or Utilities negotiated by the Director of City Personnel and approved by Common Council.

<u>LABOR GRADE</u>	<u>TITLE</u>
<u>CITY CLERK'S OFFICE</u>	
12	Chief Deputy
10	Supervisor
9	Research Assistant

1	8	Executive Secretary/Bookkeeper
2	7	Violations Clerk
3	7	Receptionist/Clerk
4	UC	Council Attorney
5	(not to exceed \$33,286)	

6 PARKS AND RECREATION

7	19	Director
8	17	Superintendent
9	17	Associate Director A
10	16	Associate Director B
11	16	Manager A
12	15	Manager B
13	15	Assistant Superintendent
14	14	Manager C
15	13	Supervisor A
16	12	Manager D
17	12	Administrative Assistant
18	12	Supervisor B
19	11	Supervisor C
20	11	Assistant Supervisor
21	11	Golf Green Superintendent
22	5	Payroll Specialist
23	UC	Golf Course Pro/Manager
24	(not to exceed \$12,450)	

25 METRO HUMAN RELATIONS COMMISSION

26	17	Executive Director
27	15	Deputy Director
28	15	Staff Attorney
29	12	Chief Investigator
30	7	Executive Secretary VII

31
32

1	<u>MAYOR'S OFFICE</u>	
2	19	Staff Director
3	18	Director of Strategic Planning
4	14	Executive Assistant
5	11	Administrative Assistant
6	8	Executive Secretary VIII
7	7	Receptionist
8	<u>Internal Audit</u>	
9	17	Director of Internal Audit
10	11	Staff Auditor
11	<u>Public Information</u>	
12	14	Director, Public Information
13	12	Public Information Officer
14	4	Executive Secretary IV
15	<u>Citizen's Advocate</u>	
16	14	Citizen's Advocate
17	11	Neighborhood Specialist
18	11	Veterans' Service Officer
19	8	Assistant Citizen's Advocate
20	<u>Law Department</u>	
21	UC (not to exceed \$34,010)	City Attorney (Corporation Counsel)
22	UC (not to exceed \$24,278)	Associate City Attorney
23		
24	18	Staff Attorney
25	9	Legal Research Secretary
26	<u>Personnel</u>	
27	18	Director of Personnel/Labor Relations
28	16	Associate Director of Personnel/Labor
29		Relations
30		
31		
32		

1	14	EEO/AA Administrator
2	14	Labor Relations Administrator
3	12	Employment Specialist
4	10	Office Manager
5	10	Benefits Administrator
6	9	Administrative Assistant IX
7	7	Executive Secretary VII
8	5	Executive Secretary V
9		<u>Drug Regional Advisory Council</u>
10	13	Director, Regional Coordinating Office
11	9	Project Assistant
12	8	Executive Secretary VIII
13	(The positions in the Drug Regional Advisory Council are exempt from any and all local residency requirements and are automatically eliminated, and the incumbents have no right to continue employment with the City upon expiration of State Funding for these positions pursuant to Special Ordinance No. 89-09-21).	
14		
15		
16		<u>Bicentennial Celebration Council</u>
17	15	Executive Director
18	8	Executive Secretary VIII
19	(The positions created in the Bicentennial Celebration Council are automatically eliminated and the incumbents therein shall have no right of continued employment with the City in any other position if inadequate private funding is received to support said positions).	
20		
21		
22		
23		<u>FINANCE AND ADMINISTRATION</u>
24	19	Director of Finance & Administration
25	18	Deputy Controller
26	15	Accounting Systems Manager
27	13	Accounting Supervisor
28	9	Executive Secretary IX
29		<u>Risk Management</u>
30	12	Risk Manager/Safety Investigator
31	9	Executive Secretary IX
32		

1		<u>Purchasing</u>	
2	16		Director of Purchasing
3	10		Assistant Purchasing Director
4		<u>Payroll</u>	
5	13		Supervisor of Payroll Services
6	9		Payroll Administrators
7		<u>Operations</u>	(C.U.)
8	18		Director
9	7		Executive Secretary VII
10		<u>Right of Way/Abandoned Vehicle</u>	
11	13		Supervisor
12		<u>Customer Relations</u>	(C.U.)
13	13		Supervisor
14		<u>Meter Reading</u>	(C.U.)
15	13		Supervisor
16		<u>General Accounting</u>	(C.U.)
17	13		Supervisor
18		<u>Office & Administrative Services</u>	(C.U.)
19	13		Supervisor
20	7		Executive Clerical Secretary
21	5		Executive Clerical Assistant
22			
23		<u>PUBLIC WORKS</u>	
24	19		Director
25	12		Clerk to Board
26	12		Administrative Assistant
27	12		Solid Waste Manager
28	9		Executive Secretary IX
29		<u>City Engineer</u>	(C.U.)
30	18		City Engineer
31	16		Supervisor of Technical Services/IMS
32	13		Project Coordinator/Leader

1		<u>Transportation Engineering</u>	
2	18	Director	
3		<u>Street Engineering</u>	
4	16	Street Engineer	
5	15	Assistant Street Engineer	
6		<u>Traffic Engineering</u>	
7	16	Traffic Engineer	
8	15	Assistant Traffic Engineer	
9	14	Signal Superintendent	
10	13	Sign and Marking Supervisor	
11	13	Signal Foreman	
12		<u>Street Department</u>	
13	18	Director of Transportation/Operations	
14	13	Assistant Street Commissioner	
15	10	General Foreman	
16		<u>Garage (C.U.)</u>	
17	12	Garage Supervisor	
18	7	Executive Secretary VII	
19		<u>Street Light Engineering (C.U.)</u>	
20	16	Chief Lighting Engineer	
21	14	Superintendent of St. Lighting Warehouse	
22		<u>Water Resources (C.U.)</u>	
23	18	Director of Water Resources -	
24		Engineering and Services	
25	17	Chief Engineer	
26	13	Project Leader	
27		<u>Water Engineering (C.U.)</u>	
28	16	Assistant Chief Water Engineer	
29	15	Professional Engineer	
30			
31			
32			

1		<u>Filtration Plant</u> (C.U.)
2	17	Superintendent
3	16	Assistant Superintendent
4	15	Maintenance Supervisor
5	12	Senior Analytical Chemist
6	9	Administrative Assistant
7		<u>Water Maintenance and Service</u> (C.U.)
8	16	Superintendent
9	14	Supervisor
10	12	Assistant Supervisor of Service
11	12	General Foreman
12		<u>WPC Engineering</u> (C.U.)
13	16	Assistant Chief Engineer
14	15	Professional Engineer
15		<u>WPC Plant</u> (C.U.)
16	17	Superintendent
17	16	Manager of Operations
18	15	Supervisor of Industrial Waste & Control
19	15	Supervisor of Maintenance
20	13	Agronomist
21	13	Program Manager
22	13	Assistant Supervisor of Maintenance
23		<u>WPC Maintenance</u> (C.U.)
24	16	Superintendent
25	14	Assistant Superintendent
26	12	General Foreman
27		<u>Technical Services</u> (C.U.)
28	16	Supervisor
29		
30		<u>COMMUNITY AND ECONOMIC DEVELOPMENT</u>
31	19	Director
32	18	Director of Planning

1	7	Fiscal Administrator
2	16	Senior Planner (Planner III)
3	14	Assistant to the Director
4	9	Office Manager
5	8	Executive Secretary VIII
6		<u>Economic Development</u>
7	18	Director of Economic Development
8	15	Sr. Economic Development Specialist
9	13	Economic Development Specialist
10	11	Asst. Business Development Specialist
11	10	Administrative Assistant X
12	7	Executive Secretary VII
13	6	Executive Secretary VI
14		<u>Redevelopment</u>
15	18	Director of Redevelopment
16	15	Senior Redevelopment Specialist
17	13	Redevelopment Specialist
18		<u>Neighborhood Code Enforcement</u>
19	17	NCE Administrator
20	14	Enforcement Manager
21	12	Case Systems Manager
22		<u>Housing and Neighborhood Development Services</u>
23	17	HANDS Administrator
24	14	Loan Processing Manager
25	14	Program Development Manager
26		<u>Contract Compliance</u>
27	17	Compliance Administrator
28	10	Compliance Officer
29		
30		<u>POLICE CIVILIANS</u>
31	13	Public Safety Records Supervisor
32	13	Director, Victim's Assistance

1	11	Sr. Victim's Advocate
2	11	Administrative Assistant
3	10	Senior Crime Analyst
4	9	Records Bureau Technician
5	9	Child Safety Educator
6	8	Crime Analyst
7	8	Victim's Advocate
8	6	Executive Secretary VI
9	<u>POLICE COMMAND</u>	
10	17	Chief of Police
11	16	Assistant Chief
12	15	Deputy Chief
13	13	Captain
14	<u>FIRE COMMAND</u>	
15	17	Fire Chief
16	16	Deputy Chief
17	15	Assistant Chief
18	13	District Chief
19	7	Executive Secretary VII
20	<u>ANIMAL CONTROL</u>	
21	15	Shelter Manager
22	12	Office Supervisor
23	11	Supervisor
24	<u>COMMUNICATIONS</u>	
25	17	Chief of Communications
26	15	Director of Operations
27	13	Supervisor of Dispatchers
28	13	Supervisor of Technicians
29	13	Assistant Director of Operations
30	12	Electronics Technician
31	9	Administrative Assistant
32		

1 SECTION 4. Police and Fire employees, as indicated
2 herein, participate in Collective Bargaining on an annual basis
3 with the City for economic conditions. Pursuant to State Statute
4 such economic conditions must be approved by the Common Council.
5 Such economic conditions include, but are not limited to, base
6 pay and monetary fringe benefits. These matters will be
7 negotiated by and between the City and the appropriate bargaining
8 unit for the year 1991. Upon conclusion of such negotiations the
9 appropriate Ordinances shall be submitted to the Common Council
10 for approval.

11 Employees covered by recognized bargaining unit represen-
12 tatives (Unions) will receive a salary established by the
13 Collective Bargaining process as long as this pay does not exceed
14 the table of maximum salaries authorized in Section 2, above.

15
16 SECTION 5. In addition to the compensation for
17 positions listed herein the City shall contribute 3% of
18 employees' salary to the Public Employees Retirement Fund (PERF)
19 except for those positions which are commonly referred to as
20 Police and Fire Command.

21
22 SECTION 6. That, in addition to the compensation
23 provided for herein: The Corporation Counsel shall receive not
24 more than \$9,000, for services performed in connection with the
25 operations of the municipally owned utilities pursuant to I.C.
26 36-4-7-4 which additional compensation shall be paid from the
27 revenues of the appropriate utility or function. The Corporation
28 Counsel shall also receive an additional sum not to exceed \$9,000
29 for services provided in connection with the City Self-Insurance
30 Program involving matters not in litigation.

1 That, in addition, the following legal services are
2 recognized as extraordinary services and shall entitle any part-
3 time member of the Law Department performing such services to
4 additional compensation at the rate of \$90.00 per hour, or such
5 other appropriate compensation as determined by the Board of
6 Public Works and Safety:

- 7
- 8 A.) Bond issues and related financial matters,
9 including Bond issues related to the Economic
10 Development Commission where the fees for said
11 issues are paid by the Bond applicant.
 - 12 B.) Annexation litigation following the filing of a
13 remonstrance.
 - 14 C.) Condemnation litigation following the filing of
15 exceptions to the appraisers' report.
 - 16 D.) All matters relating to defense of claims against
17 the Fort Wayne Police Department following the
18 filing of a complaint.
 - 19 E.) All matters involving a challenge to the
20 constitutionality of any act or omission by the
21 City or one of its employees following the filing
22 of a complaint in court.
 - 23 F.) All matters relating to intervention in utility
24 rate cases following the filing of a petition of a
25 petition to intervene, or other appearances before
26 the U.R.C.
 - 27 G.) All matters relating to litigation where the
28 amount in controversy exceeds \$50,000, following
29 the filing of a complaint in court.
 - 30 H.) All matters relating to litigation where any
31 recovery against the City or its employees would
32 be paid from the City's Self-Insurance Fund.

1 I.) Matters relating to the Fort Wayne Redevelopment
2 Commission covered by a separate contract.

3 Any and all payments to be made hereunder for
4 extraordinary services, shall be subject to completion of
5 appropriate claims required by the State Board of Accounts and
6 shall be subject to the final approval by the City Controller.

7 Nothing in this agreement shall prevent the use of
8 other attorneys or firms to perform extraordinary services,
9 subject, however, to the provisions of I.C. 36-4-9-12.

10
11 SECTION 7. From and after the first day of January 1991,
12 all appointed officers, employees, deputies, assistants,
13 departmental and institutional heads of the Civil City and City
14 Utilities will be paid according to this, the above and follow-
15 ing provisions of this ordinance, subject to budgetary limita-
16 tions, collective bargaining agreements, future changes or
17 amendments enacted by Common Council.

18
19 SECTION 8. That all Departments subject to this
20 Ordinance will conform to the Official City Personnel Policies
21 and Procedures relating to hiring, pay, and other related
22 practices, approved by the Mayor and administered by the City's
23 Personnel Department.

24
25 SECTION 9. If any section, clause, sentence, para-
26 graph or part or provisions of this Ordinance be found invalid or
27 void by a Court of competent jurisdiction, it shall be conclu-
28 sively presumed that this Ordinance would have passed by the
29 Common Council without such invalid section, clauses, paragraph,
30 part or provisions, and the remaining parts of the Ordinance will
31 remain in effect.
32

SECTION 10. The Municipal Code of the City of Fort Wayne references, in codification form, salary ordinances previously adopted by the City Council for past years. Such salary ordinances have a duration of one year and thus, with the exception of the 1990 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 1991, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

SECTION 11. Two copies of all attachments and Exhibits referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

SECTION 12. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

Councilmember

APPROVED AS TO FORM
AND LEGALITY

J. Timothy McCaulay

J. Timothy McCaulay, City Attorney

EXHIBIT "A"

NEW SALARY RANGES - FOR 1991

LABOR GRADE	MINIMUM	MAXIMUM
1	\$ 9,942	\$13,915
2	11,186	15,654
3	12,428	17,394
4	13,671	19,136
5	14,912	20,874
6	16,156	22,612
7	17,398	24,352
8	18,641	26,091
9	19,850	27,831
10	21,127	29,570
11	22,369	31,310
12	23,612	33,570
13	24,856	34,790
14	26,097	36,526
15	27,341	38,266
16	30,154	42,204
17	33,545	46,963
18	37,232	52,110
19	41,368	57,900

Read the first time in full and on motion by Schmidt, seconded by Belmont, and duly adopted, read the second time by title and referred to the Committee on Finance (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on _____, the _____ day of _____, 19____, at _____ o'clock _____ M., E.S.T.

DATED: 7-10-90

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Henry, seconded by Long, and duly adopted, placed on its passage. PASSED LOST by the following vote:

	<u>AYES</u>	<u>NAYS</u>	<u>ABSTAINED</u>	<u>ABSENT</u>
<u>TOTAL VOTES</u>	<u>8</u>			<u>1</u>
<u>BRADBURY</u>	<u>✓</u>			
<u>BURNS</u>	<u>✓</u>			
<u>EDMONDS</u>	<u>✓</u>			
<u>GIAQUINTA</u>	<u>✓</u>			
<u>HENRY</u>	<u>✓</u>			
<u>LONG</u>	<u>✓</u>			
<u>REDD</u>	<u>✓</u>			
<u>SCHMIDT</u>				<u>✓</u>
<u>TALARICO</u>	<u>✓</u>			

DATED: 7-24-90

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ANNEXATION) (APPROPRIATION) (GENERAL)

(SPECIAL) (ZONING MAP) ORDINANCE RESOLUTION NO. S-174-90

on the 24th day of July, 1990,

Sandra E. Kennedy ATTEST
SANDRA E. KENNEDY, CITY CLERK

SEAL
Charles S. Reed
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 25th day of July, 1990 at the hour of 11:00 o'clock 7 M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 27th day of July, 1990, at the hour of 4:30 o'clock 9 M., E.S.T.

Paul Helmke
PAUL HELMKE, MAYOR

DIGEST SHEET

TITLE OF ORDINANCE 1991 Salary Ordinance

DEPARTMENT REQUESTING ORDINANCE Personnel/Labor Relations (6-27-90)

SYNOPSIS OF ORDINANCE An Ordinance fixing the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1991

J-90-07-01-

EFFECT OF PASSAGE Increase of 5 percent in maximum annual salaries allowable for non-union employees.

EFFECT OF NON-PASSAGE Maximum salaries allowable for non-union employees remain at 1990 levels.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS) Not known

ASSIGNED TO COMMITTEE (PRESIDENT) _____

Hold
File
7/24

BILL NO. S-90-07-01

REPORT OF THE COMMITTEE ON FINANCE

THOMAS C. HENRY, CHAIRMAN
DONALD J. SCHMIDT, VICE CHAIRMAN
BRADBURY, BURNS, GIAQUINTA

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS

REFERRED AN (ORDINANCE) (~~RESOLUTION~~) fixing the salaries of
each and every appointed officer, employee, deputy assistant,
departmental and institutional head of the Civil City and
City Utilities of the City of Fort Wayne, Indiana for the
year 1991

HAVE HAD SAID (ORDINANCE) (RESOLUTION) UNDER CONSIDERATION
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID
(ORDINANCE) (RESOLUTION) _____

DO PASS

DO NOT PASS

ABSTAIN

NO REC

[Signature]
[Signature]
Janet L. Bradbury
[Signature]

DATED:

7-24-90.

Sandra E. Kennedy
City Clerk

ADDITIONS TO 1991 SALARY ORDINANCE

PUBLIC WORKS

Filtration Plant

LG 12 Senior Analytical Chemist

COMMUNITY & ECONOMIC DEVELOPMENT

Economic Development

LG 7 Executive Secretary VII

Redevelopment

LG 15 Senior Redevelopment Specialist

COMMUNICATIONS

LG 13 Supervisor of Technicians

DELETIONS FOR THE 1991 SALARY ORDINANCE

PUBLIC WORKS

Parking Administration

LG 13 Parking Administrator

POLICE CIVILIAN

LG 3 Teleservice Clerk

FIRE

LG 11 Public Information Officer

UPGRADES FOR THE 1991 SALARY ORDINANCE

MAYOR'S OFFICE

Internal Audit

LG 17 Director of Internal Audit (u, g, a, s, f, i, n, a, n, c, e)

PUBLIC WORKS

Water Engineering

LG 16 Assistant Chief Water Engineer (LG change, from 15)

WPC Engineering

LG 16 Assistant Chief Engineer (LG change, from 15)

COMMUNITY & ECONOMIC DEVELOPMENT

Economic Development

LG 6 Executive Secretary VI (LG change, from 4)

ANIMAL CONTROL

LG 15 Shelter Manager (LG change, from 14)

DIGEST SHEET

TITLE OF ORDINANCE 1991 Salary Ordinance

DEPARTMENT REQUESTING ORDINANCE Personnel/Labor Relations (6-27-90)

SYNOPSIS OF ORDINANCE An Ordinance fixing the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1991.

J-90-07-01-

EFFECT OF PASSAGE Increase of 5 percent in maximum annual salaries allowable for non-union employees.

EFFECT OF NON-PASSAGE Maximum salaries allowable for non-union employees remain at 1990 levels.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS) Not known

ASSIGNED TO COMMITTEE (PRESIDENT) _____

1 BILL NO.

2 SPECIAL ORDINANCE NO. S-

3 AN ORDINANCE fixing the salaries of
4 each and every appointed officer,
5 employee, deputy assistant, departmental
6 and institutional head of the Civil
City and City Utilities of the City
of Fort Wayne, Indiana for the year 1991

7 WHEREAS, the Mayor and the Common Council of the City
8 of Fort Wayne, Indiana, have according to the powers outlined in
9 IC 36-4-7-3 and IC 36-8-3-3(d) assigned to each employee of the
10 Civil City of Fort Wayne and of City Utilities of Fort Wayne a
11 Labor Grade under the City Classification System established by
12 Ordinance No. S-34-73 as subsequently modified and improved,
13 which grades should accurately reflect the duties and responsi-
14 bilities of said employees, and

15
16 WHEREAS, the Mayor of the City of Fort Wayne has recom-
17 mended a maximum salary level for each labor grade in a system-
18 atic way, and

19
20 WHEREAS, the Clerk of the City of Fort Wayne, the Park
21 Department Board and the Metropolitan Human Relations Commission
22 have recommended labor grade designations for positions within
23 their respective jurisdiction, and

24
25 WHEREAS, the Common Council must assure that salaries
26 reflect the duties and responsibilities assigned to each
27 employee, and to be certain that such salaries are fair and
28 equitable, and

29
30 WHEREAS, the funds of such salaries are to be provided
31 for the 1991 City Budget and from City Utilities operating funds
32 and other sources as may be specified by the Common Council.

1 NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF
2 THE CITY OF FORT WAYNE, INDIANA:

3 SECTION 1. That all employees of the Civil City of
4 Fort Wayne and of City Utilities, shall be classified by the
5 departments, titles and labor grades herein designated, and that
6 no changes be made in any labor grade without the specific
7 approval of the Common Council except for those brought about by
8 collective bargaining with authorized representatives of City or
9 Utilities employees in accordance with the existing collective
10 bargaining agreements.

11
12 SECTION 2. That the following scale of Minimum
13 and Maximum Salaries is hereby fixed and authorized as a scale
14 for approved labor grades. It shall be the City's policy that no
15 employee shall be paid below the minimum and the maximum will not
16 be exceeded, except for approved shift differentials, approved
17 longevity pay, approved overtime pay, approved technical skill
18 pay, approved educational bonus or approved clothing allowance.

19 A. That the following fringe benefits are hereby
20 approved for the year 1991 for the employees in the Fire Command:

21 FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- 22 - 25 year longevity bonus \$1,000/yr
23 - Hazardous Duty/Technical Pay 750/yr
24 - Educational Bonus 250/yr
(Associate Degree or higher - Fire Science Technology)
25
26 - Clothing Allowance 1,000/yr

27 B. That the following fringe benefits are hereby
28 approved for the year 1991 for the employees in the Police
29 Command:

30 POLICE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- 31 - Educational Bonus
32 - Associate's Degree \$ 450/yr

- Bachelor's Degree	900/yr
- Master's Degree	1,350/yr
- Clothing Allowance	1,000/yr

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A
PART HEREOF IN ITS ENTIRETY

This scale, as reflected on Exhibit "A", is an attempt to maintain an orderly, consistent and competitive pay policy and is based upon the application of results of salary surveys. Actual adjustments in salaries within amounts fixed herein by Council will result from 1) any general increase to be specified subsequent to adoption of this Ordinance, and/or 2) any adjustment to the base pay for an individual's labor grade, and/or 3) progression to a level specified in an approved collective bargaining agreement between the City of Fort Wayne and a recognized representative organization.

SECTION 3. The following is a true and complete listing of all Civil City and City Utilities salaried non-bargaining unit positions by Department, Position Title, and Labor Grade. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City or Utilities negotiated by the Director of City Personnel and approved by Common Council.

<u>LABOR GRADE</u>	<u>TITLE</u>
<u>CITY CLERK'S OFFICE</u>	
12	Chief Deputy
10	Supervisor
9	Research Assistant

1	8	Executive Secretary/Bookkeeper
2	7	Violations Clerk
3	7	Receptionist/Clerk - 2
4	UC	Council Attorney
5	(not to exceed \$33,286)	
6	<u>PARKS AND RECREATION</u>	
7	19	Director
8	17	Superintendent
9	17	Associate Director A
10	16	Associate Director B
11	16	Manager A
12	15	Manager B
13	15	Assistant Superintendent
14	14	Manager C
15	13	Supervisor A
16	12	Manager D
17	12	Administrative Assistant
18	12	Supervisor B
19	11	Supervisor C
20	11	Assistant Supervisor
21	11	Golf Green Superintendent
22	5	Payroll Specialist
23	UC	Golf Course Pro/Manager
24	(not to exceed \$12,450)	
25	<u>METRO HUMAN RELATIONS COMMISSION</u>	
26	17	Executive Director
27	15	Deputy Director
28	15	Staff Attorney
29	12	Chief Investigator
30	7	Executive Secretary VII
31		
32		

1	<u>MAYOR'S OFFICE</u>	
2	19	Staff Director
3	18	Director of Strategic Planning
4	14	Executive Assistant
5	11	Administrative Assistant
6	8	Executive Secretary VIII
7	7	Receptionist
8		<u>Internal Audit</u>
9	17	Director of Internal Audit
10	11	Staff Auditor
11		<u>Public Information</u>
12	14	Director, Public Information
13	12	Public Information Officer
14	4	Executive Secretary IV
15		<u>Citizen's Advocate</u>
16	14	Citizen's Advocate
17	11	Neighborhood Specialist
18	11	Veterans' Service Officer
19	8	Assistant Citizen's Advocate
20		<u>Law Department</u>
21	UC (not to exceed \$34,010)	City Attorney (Corporation Counsel)
22	UC	Associate City Attorney
23	(not to exceed \$24,278)	
24	18	Staff Attorney
25	9	Legal Research Secretary
26		<u>Personnel</u>
27	18	Director of Personnel/Labor Relations
28	16	Associate Director of Personnel/Labor
29		Relations
30		
31		
32		

1	14	EEO/AA Administrator
2	14	Labor Relations Administrator
3	12	Employment Specialist
4	10	Office Manager
5	10	Benefits Administrator
6	9	Administrative Assistant IX
7	7	Executive Secretary VII
8	5	Executive Secretary V
9		<u>Drug Regional Advisory Council</u>
10	13	Director, Regional Coordinating Office
11	9	Project Assistant
12	8	Executive Secretary VIII
13	(The positions in the Drug Regional Advisory Council are exempt from any and all local residency requirements and are automatically eliminated, and the incumbents have no right to continue employment with the City upon expiration of State Funding for these positions pursuant to Special Ordinance No. 89-09-21).	
14		
15		
16		<u>Bicentennial Celebration Council</u>
17	15	Executive Director
18	8	Executive Secretary VIII
19	(The positions created in the Bicentennial Celebration Council are automatically eliminated and the incumbents therein shall have no right of continued employment with the City in any other position if inadequate private funding is received to support said positions).	
20		
21		
22		
23		<u>FINANCE AND ADMINISTRATION</u>
24	19	Director of Finance & Administration
25	18	Deputy Controller
26	15	Accounting Systems Manager
27	13	Accounting Supervisor
28	9	Executive Secretary IX
29		<u>Risk Management</u>
30	12	Risk Manager/Safety Investigator
31	9	Executive Secretary IX
32		

1		<u>Purchasing</u>
2	16	Director of Purchasing
3	10	Assistant Purchasing Director
4		<u>Payroll</u>
5	13	Supervisor of Payroll Services
6	9	Payroll Administrators
7		<u>Operations (C.U.)</u>
8	18	Director
9	7	Executive Secretary VII
10		<u>Right of Way/Abandoned Vehicle</u>
11	13	Supervisor
12		<u>Customer Relations (C.U.)</u>
13	13	Supervisor
14		<u>Meter Reading (C.U.)</u>
15	13	Supervisor
16		<u>General Accounting (C.U.)</u>
17	13	Supervisor
18		<u>Office & Administrative Services (C.U.)</u>
19	13	Supervisor
20	7	Executive Clerical Secretary
21	5	Executive Clerical Assistant
22		
23		<u>PUBLIC WORKS</u>
24	19	Director
25	12	Clerk to Board
26	12	Administrative Assistant
27	12	Solid Waste Manager
28	9	Executive Secretary IX
29		<u>City Engineer (C.U.)</u>
30	18	City Engineer
31	16	Supervisor of Technical Services/IMS
32	13	Project Coordinator/Leader

1		<u>Transportation Engineering</u>
2	18	Director
3		<u>Street Engineering</u>
4	16	Street Engineer
5	15	Assistant Street Engineer
6		<u>Traffic Engineering</u>
7	16	Traffic Engineer
8	15	Assistant Traffic Engineer
9	14	Signal Superintendent
10	13	Sign and Marking Supervisor
11	13	Signal Foreman
12		<u>Street Department</u>
13	18	Director of Transportation/Operations
14	13	Assistant Street Commissioner
15	10	General Foreman
16		<u>Garage (C.U.)</u>
17	12	Garage Supervisor
18	7	Executive Secretary VII
19		<u>Street Light Engineering (C.U.)</u>
20	16	Chief Lighting Engineer
21	14	Superintendent of St. Lighting Warehouse
22		<u>Water Resources (C.U.)</u>
23	18	Director of Water Resources - Engineering and Services
24	17	Chief Engineer
25	13	Project Leader
26		<u>Water Engineering (C.U.)</u>
27	16	Assistant Chief Water Engineer
28	15	Professional Engineer
29		
30		
31		
32		

1		<u>Filtration Plant</u> (C.U.)
2	17	Superintendent
3	16	Assistant Superintendent
4	15	Maintenance Supervisor
5	12	Senior Analytical Chemist
6	9	Administrative Assistant
7		<u>Water Maintenance and Service</u> (C.U.)
8	16	Superintendent
9	14	Supervisor
10	12	Assistant Supervisor of Service
11	12	General Foreman
12		<u>WPC Engineering</u> (C.U.)
13	16	Assistant Chief Engineer
14	15	Professional Engineer
15		<u>WPC Plant</u> (C.U.)
16	17	Superintendent
17	16	Manager of Operations
18	15	Supervisor of Industrial Waste & Control
19	15	Supervisor of Maintenance
20	13	Agronomist
21	13	Program Manager
22	13	Assistant Supervisor of Maintenance
23		<u>WPC Maintenance</u> (C.U.)
24	16	Superintendent
25	14	Assistant Superintendent
26	12	General Foreman
27		<u>Technical Services</u> (C.U.)
28	16	Supervisor
29		
30		<u>COMMUNITY AND ECONOMIC DEVELOPMENT</u>
31	19	Director
32	18	Director of Planning

1	7	Fiscal Administrator
2	16	Senior Planner (Planner III)
3	14	Assistant to the Director
4	9	Office Manager
5	8	Executive Secretary VIII
6		<u>Economic Development</u>
7	18	Director of Economic Development
8	15	Sr. Economic Development Specialist
9	13	Economic Development Specialist
10	11	Asst. Business Development Specialist
11	10	Administrative Assistant X
12	7	Executive Secretary VII
13	6	Executive Secretary VI
14		<u>Redevelopment</u>
15	18	Director of Redevelopment
16	15	Senior Redevelopment Specialist
17	13	Redevelopment Specialist
18		<u>Neighborhood Code Enforcement</u>
19	17	NCE Administrator
20	14	Enforcement Manager
21	12	Case Systems Manager
22		<u>Housing and Neighborhood Development Services</u>
23	17	HANDS Administrator
24	14	Loan Processing Manager
25	14	Program Development Manager
26		<u>Contract Compliance</u>
27	17	Compliance Administrator
28	10	Compliance Officer
29		
30		<u>POLICE CIVILIANS</u>
31	13	Public Safety Records Supervisor
32	13	Director, Victim's Assistance

1	11	Sr. Victim's Advocate
2	11	Administrative Assistant
3	10	Senior Crime Analyst
4	9	Records Bureau Technician
5	9	Child Safety Educator
6	8	Crime Analyst
7	8	Victim's Advocate
8	6	Executive Secretary VI
9	<u>POLICE COMMAND</u>	
10	17	Chief of Police
11	16	Assistant Chief
12	15	Deputy Chief
13	13	Captain
14	<u>FIRE COMMAND</u>	
15	17	Fire Chief
16	16	Deputy Chief
17	15	Assistant Chief
18	13	District Chief
19	7	Executive Secretary VII
20	<u>ANIMAL CONTROL</u>	
21	15	Shelter Manager
22	12	Office Supervisor
23	11	Supervisor
24	<u>COMMUNICATIONS</u>	
25	17	Chief of Communications
26	15	Director of Operations
27	13	Supervisor of Dispatchers
28	13	Supervisor of Technicians
29	13	Assistant Director of Operations
30	12	Electronics Technician
31	9	Administrative Assistant
32		

1 SECTION 4. Police and Fire employees, as indicated
2 herein, participate in Collective Bargaining on an annual basis
3 with the City for economic conditions. Pursuant to State Statute
4 such economic conditions must be approved by the Common Council.
5 Such economic conditions include, but are not limited to, base
6 pay and monetary fringe benefits. These matters will be
7 negotiated by and between the City and the appropriate bargaining
8 unit for the year 1991. Upon conclusion of such negotiations the
9 appropriate Ordinances shall be submitted to the Common Council
10 for approval.

11 Employees covered by recognized bargaining unit represen-
12 tatives (Unions) will receive a salary established by the
13 Collective Bargaining process as long as this pay does not exceed
14 the table of maximum salaries authorized in Section 2, above.

15
16 SECTION 5. In addition to the compensation for
17 positions listed herein the City shall contribute 3% of
18 employees' salary to the Public Employees Retirement Fund (PERF)
19 except for those positions which are commonly referred to as
20 Police and Fire Command.

21
22 SECTION 6. That, in addition to the compensation
23 provided for herein: The Corporation Counsel shall receive not
24 more than \$9,000, for services performed in connection with the
25 operations of the municipally owned utilities pursuant to I.C.
26 36-4-7-4 which additional compensation shall be paid from the
27 revenues of the appropriate utility or function. The Corporation
28 Counsel shall also receive an additional sum not to exceed \$9,000
29 for services provided in connection with the City Self-Insurance
30 Program involving matters not in litigation.

1 That, in addition, the following legal services are
2 recognized as extraordinary services and shall entitle any part-
3 time member of the Law Department performing such services to
4 additional compensation at the rate of \$90.00 per hour, or such
5 other appropriate compensation as determined by the Board of
6 Public Works and Safety:

- 7
- 8 A.) Bond issues and related financial matters,
9 including Bond issues related to the Economic
10 Development Commission where the fees for said
11 issues are paid by the Bond applicant.
- 12 B.) Annexation litigation following the filing of a
13 remonstrance.
- 14 C.) Condemnation litigation following the filing of
15 exceptions to the appraisers' report.
- 16 D.) All matters relating to defense of claims against
17 the Fort Wayne Police Department following the
18 filing of a complaint.
- 19 E.) All matters involving a challenge to the
20 constitutionality of any act or omission by the
21 City or one of its employees following the filing
22 of a complaint in court.
- 23 F.) All matters relating to intervention in utility
24 rate cases following the filing of a petition of a
25 petition to intervene, or other appearances before
26 the U.R.C.
- 27 G.) All matters relating to litigation where the
28 amount in controversy exceeds \$50,000, following
29 the filing of a complaint in court.
- 30 H.) All matters relating to litigation where any
31 recovery against the City or its employees would
32 be paid from the City's Self-Insurance Fund.

1 I.) Matters relating to the Fort Wayne Redevelopment
2 Commission covered by a separate contract.

3 Any and all payments to be made hereunder for
4 extraordinary services, shall be subject to completion of
5 appropriate claims required by the State Board of Accounts and
6 shall be subject to the final approval by the City Controller.

7 Nothing in this agreement shall prevent the use of
8 other attorneys or firms to perform extraordinary services,
9 subject, however, to the provisions of I.C. 36-4-9-12.

10
11 SECTION 7. From and after the first day of January 1991,
12 all appointed officers, employees, deputies, assistants,
13 departmental and institutional heads of the Civil City and City
14 Utilities will be paid according to this, the above and follow-
15 ing provisions of this ordinance, subject to budgetary limita-
16 tions, collective bargaining agreements, future changes or
17 amendments enacted by Common Council.

18
19 SECTION 8. That all Departments subject to this
20 Ordinance will conform to the Official City Personnel Policies
21 and Procedures relating to hiring, pay, and other related
22 practices, approved by the Mayor and administered by the City's
23 Personnel Department.

24
25 SECTION 9. If any section, clause, sentence, para-
26 graph or part or provisions of this Ordinance be found invalid or
27 void by a Court of competent jurisdiction, it shall be conclu-
28 sively presumed that this Ordinance would have passed by the
29 Common Council without such invalid section, clauses, paragraph,
30 part or provisions, and the remaining parts of the Ordinance will
31 remain in effect.
32

SECTION 10. The Municipal Code of the City of Fort Wayne references, in codification form, salary ordinances previously adopted by the City Council for past years. Such salary ordinances have a duration of one year and thus, with the exception of the 1990 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 1991, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

SECTION 11. Two copies of all attachments and Exhibits referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

SECTION 12. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

Council Member

APPROVED AS TO FORM
AND LEGALITY

J. Timothy McCaulay, City Attorney

EXHIBIT "A"

NEW SALARY RANGES - FOR 1991

LABOR GRADE	MINIMUM	MAXIMUM
1	\$ 9,942	\$13,915
2	11,186	15,654
3	12,428	17,394
4	13,671	19,136
5	14,912	20,874
6	16,156	22,612
7	17,398	24,352
8	18,641	26,091
9	19,850	27,831
10	21,127	29,570
11	22,369	31,310
12	23,612	33,570
13	24,856	34,790
14	26,097	36,526
15	27,341	38,266
16	30,154	42,204
17	33,545	46,963
18	37,232	52,110
19	41,368	57,900



THE CITY OF FORT WAYNE



Paul Helmke
Mayor

To: City Council Members

From: Nelson Peters, Personnel Director

July 12, 1990

re: payroll printout

Enclosed, you will find a copy of a current payroll printout for all non-union employees covered by the Salary Ordinance. We have also included an index this year, which should make it easier for you to locate specific departments.

I hope you will find this satisfactory. Should you have any questions, please don't hesitate to call.

An Equal Opportunity Employer
One Main Street, Fort Wayne, Indiana 46802

CITY UTILITIES
Non-Union

Payroll Department 7/5/90

EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY R A T E	A N N U A L R A T E	BIRTH DT SERV DT	JOB CAT	W/C CD UNION
4175	HELMKE, W PAUL	01	M	01	UC	MAYOR 1	.0000	57,800.86	11-24-48 01-01-88	01	8810 UC
4564	BANKS, ESTELL SHARON	01	F	02	19	STAFF DIRECTOR 21000	25.4984	53,036.67	11-05-46 08-15-88	01	8810 EXPT1
4702	MALEXANDER, MICHAEL JAMES	01	M	01	19	STAFF DIRECTOR 21000	25.4984	53,036.67	10-07-52 02-16-89	01	8810 EXPT1
4186	STAFFORD, JOHN ROBERT	01	M	01	18	DIR-STRATEGIC PLANNING 7860	22.9482	47,732.26	09-09-49 01-01-88	01	8810 EXPT1
4185	BREWER, CAROLYN ELAINE	01	F	02	14	PUBLIC INFORMATION DIRECTOR 17751	15.9262	33,126.50	04-03-62 01-01-88	02	8810 EXPT1
4193	LYONS, PATRICIA	01	F	01	14	CITIZEN ADVOCATE 4150	14.0748	29,275.58	06-14-45 01-01-88	01	8810 EXPT1
6078	BERRY, TIMOTHY J	01	M	01	14	EXECUTIVE ASSISTANT 9400	12.5000	26,000.00	08-01-61 01-16-90	01	8810 EXPT1
4189	NUSSA, BARBARA LEE	01	F	01	14	EXECUTIVE ASSISTANT 9400	12.5138	26,028.70	05-10-57 01-01-88	01	8810 EXPT1
6103	PENA, KAYLENE SUZANNE	01	F	06	12	PUBLIC INFORMATION OFFICER 17750	11.2125	23,322.00	03-30-65 03-01-90	02	8810 EXPT1
4836	SCHOPMAN, BARBARA JOAN	01	F	01	11	NEIGHBORHOOD SPECIALIST 15150	11.1682	23,229.86	11-25-46 05-22-89	02	8810 EXPT1
4198	GILLESPIE, DEBORAH KAY	01	F	01	11	ADMINISTRATIVE ASSISTANT 500	11.2393	23,377.74	10-13-55 01-01-88	01	8810 EXPT1
4197	MCGRAY, ELIZABETH MAGY	01	F	01	11	ADMINISTRATIVE ASSISTANT 500	11.2393	23,377.74	12-25-48 01-01-88	02	8810 EXPT1
6306	SEFTON, WILLIAM PATRICK	01	M	01	11	ADMINISTRATIVE ASSISTANT 500	9.6697	20,112.98	08-07-53 06-07-90	06	8810 EXPT
2342	MATA, DIANA M	01	F	06	8	ASST CITIZEN'S ADVOCATE 1650	9.6697	20,112.98	04-26-61 10-22-84	06	8810 EXPT
3624	PRICE, KATHERINE LORRAINE	01	F	01	8	ASST CITIZEN'S ADVOCATE 1650	9.6697	20,112.98	08-14-45 09-22-86	05	8810 EXPT
4613	GRAF, REBECCA JO	01	F	01	8	EXECUTIVE SECRETARY VIII 9600	9.7321	20,242.77	12-21-53 09-26-88	06	8810 EXPT1
4188	WYATT, DIANE DENNISE	01	F	02	7	RECEPTIONIST 17850	8.0427	16,728.82	11-03-54 01-01-88	06	8810 EXPT
6065	BEACHEM, BRENDA K	01	F	02	4	EXECUTIVE SECRETARY IV 9800	6.8750	14,300.00	12-08-51 01-02-90	06	8810 EXPT

MUNICIPAL
CORPORATION CC CITY OF FORT WAYNE
0411 CIVIL CITY

EMPLOYEE JOB LIST
MAYOR

REPT
UA-R

FILE VERSION 00 PAGE 2
TIME 13:43:18 DATE 07-05-90

EMP NO.	NAME	EMPL TYPE	SEX CODE	RACE CODE	LB GO	DCC NO.	HOURLY RATE	ANNUAL RATE	BIRTH DT	JOB CAT	W/C CD
1	JOHN	1	M	W	1	1	10.00	1200.00	01/01/45	10	1
2	JANE	2	F	B	2	2	12.00	1440.00	02/02/46	20	2
3	JOHN	3	M	W	3	3	15.00	1800.00	03/03/47	30	3
4	JANE	4	F	B	4	4	18.00	2160.00	04/04/48	40	4
5	JOHN	5	M	W	5	5	20.00	2400.00	05/05/49	50	5
6	JANE	6	F	B	6	6	22.00	2640.00	06/06/50	60	6
7	JOHN	7	M	W	7	7	25.00	3000.00	07/07/51	70	7
8	JANE	8	F	B	8	8	28.00	3360.00	08/08/52	80	8
9	JOHN	9	M	W	9	9	30.00	3600.00	09/09/53	90	9
10	JANE	10	F	B	10	10	32.00	3840.00	10/10/54	100	10

4694	SIEMINSKI, BARBARA JOYCE	01	F	01	4	9800	7.2115	14,999.92	02-06-89	01	EXPT
*CONTROL-4-CODE 001											
*CONTROL-4-CODE 001							234.6895	545,955.03			19

MUNICIPAL CC CITY OF FORT WAYNE
CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
CONTROLLER

REPT
UA-R

FILE VERSION 00 PAGE 3
TIME 13:43:18 DATE 07-05-90

EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB	OCC NO.	HOURLY RATE	ANNUAL	BIRTH DT	JOB CAT	W/C CD
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4849	LEHMAN, DOUGLAS MILLER	01	M	01	19	DIR-FINANCE & ADMINISTRATION 7050	25.4984	53,036.67	02-26-52	01	8810 EXPT1
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4183	MANLOFF, MANOL P	01	M	01	18	DEPUTY CONTROLLER 6850	20.7728	43,207.42	09-23-30	01	8810 EXPT1
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4539	WEEKS, KATHALEEN ANN	01	F	01	15	INTERNAL AUDITOR 12400	16.8519	35,051.95	02-10-61	01	8810 EXPT1
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1676	AIKEN, KAREN C	01	F	01	15	ACCOUNTING SYSTEM MANAGER 460	15.7964	32,856.51	11-21-46	02	8810 EXPT1
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6062	EICHELBERGER, VICKIE LEE	01	F	01	13	ACCOUNTING SUPERVISOR 455	15.1440	31,499.52	03-22-63	02	8810 EXPT1
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6071	MITTE, MARK JOSEPH	01	M	01	11	STAFF AUDITOR 20910	13.4615	27,999.92	02-03-63	02	8810 EXPT
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2386	CARTER, MARILYN BISHOP	01	F	02	9	EXECUTIVE SECRETARY IX 9570	10.1267	21,063.54	08-01-56	06	8810 EXPT
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*CONTROL-4-CODE 002							117.6517	244,715.53			7
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MUNICIPAL CC CITY OF FORT WAYNE
CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
ECON-DEVELOPMEN

REPT
UA-R

FILE VERSION 00 PAGE 4
TIME 13:43:18 DATE 07-05-90

EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY RATE	ANNUAL RATE	BIRTH DT	JOB CAT	W/C CD
6130	DOEDEN, LINDA L	01	F	01	15	SENIOR FINANCE SPECIALIST 19720	15.9658	33,208.86	07-06-43	02	8810 EXPT1
1780	HOSLER, ROY W	01	M	01	13	REDEVELOPMENT SPECIALIST 18425	14.0817	29,289.94	04-12-55	02	8810 EXPT1
4274	GENSIC, TRISHA	01	F	01	13	BUSINESS DEVELOPMENT SPECIALIST 3070	14.2195	29,576.56	03-28-88	02	8810 EXPT1
3719	NOAH, MARY TOMLINS	01	F	01	10	ADMINISTRATIVE ASSISTANT X 502	10.9764	22,830.91	07-20-56	06	8810 EXPT1
4636	KINSEY, KATHEY ANN	01	F	05	6	EXECUTIVE SECRETARY VI 9700	8.4135	17,500.08	11-18-45	06	8810 EXPT
*CONTROL-4-CODE 003							63.6569	132,406.35			5

MUNICIPAL CC CITY OF FORT WAYNE
CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
CITY-CLERK

FILE VERSION 00 PAGE 5
TIME 13:43:18 DATE 07-05-90

EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	CITY CLERK NO.	HOURLY RATE	A N N U A L RATE	BIRTH DT	JOB CAT	W/C CD
1791	KENNEDY, SANDRA ELAINE	01	F	01	UC	CITY CLERK 4250	.0000	33,177.56	05-02-37	01	8810 UC
2019	BRADBURY, JANET G	01	F	01	UC	COUNCILMAN 6050	.0000	10,196.16	08-13-39	01	8810 UC
1265	BURNS, PAUL M	01	M	01	UC	COUNCILMAN 6050	.0000	10,196.16	01-02-72	01	8810 UC
2391	EDMONDS, CLETUS ROBERT	01	M	02	UC	COUNCILMAN 6050	.0000	10,196.16	06-12-45	01	8810 UC
1793	GIAQUINTA, MARK E	01	M	01	UC	COUNCILMAN 6050	.0000	10,196.16	07-10-89	01	8810 UC
2210	HENRY, THOMAS C	01	M	01	UC	COUNCILMAN 6050	.0000	10,196.16	12-03-53	01	8810 UC
4206	LONG, DAVID C	01	M	01	UC	COUNCILMAN 6050	.0000	10,196.16	01-01-84	01	8810 UC
2209	REDD, CHARLES B	01	M	02	UC	COUNCILMAN 6050	.0000	10,196.16	09-05-55	01	8810 UC
1264	SCHMIDT, DONALD J	01	M	01	UC	COUNCILMAN 6050	.0000	10,196.16	07-11-30	01	8810 UC
1263	TALARICO, SAMUEL J	01	M	01	UC	COUNCILMAN 6050	.0000	10,196.16	01-01-84	01	8810 UC
2213	LEVINE, STANLEY A	01	M	01	UC	COUNCILMAN 6050	.0000	10,196.16	12-28-29	01	8810 UC
1281	ESHGROFF, NADEJDA	01	F	01	12	COUNCIL ATTORNEY 6300	.0000	30,194.32	01-01-72	01	8820 UC
1866	JONES, CAROLYN SUE	01	F	01	10	CHIEF DEPUTY 3800	12.1301	25,230.61	05-10-38	02	8820 UC
3710	LOVE-JACOBSON, CATHERINE A	01	F	01	9	SUPERVISOR 22050	10.9787	22,835.70	07-08-26	01	8810 EXPT
1491	PARNIN, ANGELA KAY	01	F	01	8	RESEARCH ASSISTANT 18700	10.1101	21,029.01	03-20-72	01	8810 EXPT
2770	ROGERS, SUSAN MARIE	01	F	01	7	EXECUTIVE SECRETARY/BOOKKEEPER 9550	9.5041	19,768.53	01-11-84	02	8810 EXPT
2096	STAHLHUT, PATRICIA A	01	F	01	7	RECEPTIONIST/CLERK 17960	8.7567	18,213.94	06-29-57	06	8810 EXPT
*CONTROL-4-CODE 004						RECEPTIONIST/CLERK 17960	8.7567	18,213.94	02-07-63	06	8810 EXPT
*CONTROL-4-CODE 004						RECEPTIONIST/CLERK 17960	8.7567	18,213.94	06-10-85	06	8810 EXPT
*CONTROL-4-CODE 004						RECEPTIONIST/CLERK 17960	8.7567	18,213.94	07-12-57	05	8810 EXPT
*CONTROL-4-CODE 004						RECEPTIONIST/CLERK 17960	8.7567	18,213.94	01-17-83	05	8810 EXPT
							60.2364	280,429.05			

MUNICIPAL CC CITY OF FORT WAYNE
CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
METRO-HUMAN-REL

REPT
UA-R

FILE VERSION 00 PAGE 6
TIME 13:43:18 DATE 07-05-90

EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY R A T E	A N N U A L R A T E	BRTH DT SERV DT	JOB CAT	W/C CD UNION
1395	MCKINLEY-ELDRIDGE, DELDIS	01	F	02	17	EXECUTIVE DIRECTOR 9450	18,7483	38,996.46	11-29-45 04-18-74	01	8810 EXPT1
6323	ELLIS, QUINTON	01	M	02	15	STAFF ATTORNEY 20950	12,6389	26,288.91	01-27-64 06-08-90	08	8810 EXPT1
3882	HOLLOCHER, DANIEL	01	M	01	15	DEPUTY DIRECTOR 6900	14,7455	30,670.64	10-18-53 05-18-87	01	8810 EXPT1
5003	BARNHILL, VAUNETTA	01	F	01	7	EXECUTIVE SECRETARY VII 9650	8,0800	16,806.40	07-17-43 07-10-89	06	8810 EXPT
*CONTROL-4-CODE 005							54,2127	112,762.41			4

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MUNICIPAL CORPORATION CC 0411 CITY OF FORT WAYNE CIVIL CITY

EMPLOYEE JOB LIST
BD-OF-WORKS

REP
UA-R

FILE VERSION 00 PAGE 7
TIME 13:43:18 DATE 07-05-90

EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LG	OCC NO.	HOURLY RATE	ANNUAL RATE	BIRTH DT	JOB CAT	W/C CD UNIGN
4896	LAYTON, CHARLES EDWARD	01	M	01	19	DIRECTOR 7100	25,4984	53,036.67	11-05-28	01	8810 EXPT1
6066	OLSON, CASSANDRA S	01	F	01	12	SOLID WASTE MANAGER 20560	11,2125	23,322.00	04-08-61	05	8810 EXPT
4541	CRICK, PATRICIA JOANNE	01	F	01	12	CLERK TO BOARD 4700	11,7788	24,499.90	07-21-42	06	8810 EXPT1
4194	BUSKIRK, LINDA	01	F	01	12	ADMINISTRATIVE ASSISTANT 500	15,3707	31,971.06	09-25-56	01	8810 EXPT1
2106	MORRIS, THELMA A	01	F	01	9	EXECUTIVE SECRETARY IX 9570	10,6178	22,085.02	09-13-31	06	8810 EXPT1
*CONTROL-4-CODE 006							74,4782	154,914.65			5

MUNICIPAL CC CITY OF FORT WAYNE
CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
STREET-LIGHT

REPT
UA-R

FILE VERSION 00 PAGE 8
TIME 13:43:18 DATE 07-05-90

EMP
NO. NAME

EMPL
TYPE SEX RACE LB
CODE CODE GD

DCC
NO.

HOURLY
RATE

ANNUAL
RATE

BIRTH DT JOB
SERV DT CAT

W/C CD
UNION

2465 WARREN, TIM ALAN

01 M 01 16

CHIEF LIGHTING ENGINEER
4025 14.8451

30,877.81

03-13-60 02

8601
EXPT1

1778 ERICK IV, TED B

01 M 01 14

SUPT. OF STREET LIGHT WHSE
21850 14.6881

30,551.25

03-12-53 07

9410
EXPT1

1971 HAFNER, KENNETH VINCENT
*CONTROL-4-CODE 006/
*CONTROL-4-CODE 006/

01 M 01 14

SUPT. OF STREET LIGHT WHSE
21850 14.6881

30,551.25

06-25-25 01

9410
EXPT1

3

FMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY RATE	ANNUAL RATE	BIRTH DT	JOB CAT	W/C CD
3235	PURCELL, GREGORY A	01	M	01	19	DIRECTOR 7100	25.0098	52,020.38	09-26-48	01	8810 EXPT1
2095	SEDESTROM, DAVID KARL	01	M	01	17	FISCAL ADMINISTRATOR 10575	17.7498	36,919.58	07-27-58	01	8810 EXPT1
1072	BAETEN, GARY F	01	M	01	17	NEIGH CODE ENFORCE/ADMINISTR 15075	17.9614	37,359.71	08-06-45	01	8810 EXPT1
4796	MAGLIOZZI, LAWRENCE PHILIP	01	M	01	16	SENIOR PLANNER 19850	15.7813	32,825.10	04-30-51	01	8810 EXPT1
4571	STAIR, GARY MICHAEL	01	M	01	16	SENIOR PLANNER 19850	17.9614	37,359.71	03-27-47	02	8601 EXPT1
2056	CAIN, THOMAS R	01	M	01	16	URBAN DESIGNER III 24000	14.9836	31,165.89	05-05-57	01	8810 EXPT1
177	MCAHON, ROBERT ARDEN	01	M	01	14	ENFORCEMENT MANAGER 9250	13.3612	27,791.30	02-13-31	01	8810 EXPT1
2336	GRAY, SANDRA J	01	F	01	12	CASE SYSTEM MANAGER 3150	11.1682	23,229.86	10-22-62	06	8810 EXPT1
4831	BRUCE, GLYNNIS ANN	01	F	01	9	OFFICE MANAGER 15250	9.7111	20,199.09	05-22-63	02	8810 EXPT1
*CONTROL-4-CODE 008							143.6878	298,870.62			9

MUNICIPAL CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
LAW-DEPARTMENT

REPT
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EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY R A T E	A N N U A L R A T E	BIRTH DT SERV DT	JOB CAT	W/C CD UNION
4201	BOYER, RAY DAVID	01	M	01	UC	ASSOCIATE CITY ATTORNEY 2450	.0000	22,724.78	10-31-38 01-01-88	02	8820 UC
4611	HAWK, DAVID K	01	M	01	UC	ASSOCIATE CITY ATTORNEY 2450	.0000	21,462.22	03-14-48 09-26-88	02	8820 UC
4203	POWELL, LINDA PETERSON	01	F	01	UC	ASSOCIATE CITY ATTORNEY 2450	.0000	20,199.92	11-13-58 01-06-88	02	8820 UC
4202	WRIGHT, DAVID M	01	M	01	UC	ASSOCIATE CITY ATTORNEY 2450	.0000	21,462.48	05-17-46 01-01-88	02	8820 UC
4196	MCCAULAY, J TIMOTHY	01	M	01	UC	CITY ATTORNEY 4200	.0000	31,451.68	03-06-49 01-01-88	01	8820 UC
4204	KNOX, RHEBA JESSICA	01	F	02	18	STAFF ATTORNEY 20950	18.8595	39,227.76	03-18-51 01-01-88	02	8820 EXPT1
4187 *CONTROL-4-CODE *CONTROL-4-CODE	BROWN, DIANE C 009 009	01	F	01	9	LEGAL/RESEARCH SECRETARY 13501	10.1023 28.9618	21,012.78 177,541.62	01-27-44 01-01-88	06	8810 EXPT 7

MUNICIPAL CC CITY OF FORT WAYNE
CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
POLICE ACAD

REPT
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TIME 13:43:18 DATE 07-05-90

EMP
NO.

N A M E

EMPL
TYPE

SEX
CODE

RACE
CODE

LB
GD

OCC
NO.

HOURLY
R A T E

A N N U A L
R A T E

BRTH DT
SERV DT

JOB
CAT

W/C CD
UNION

1508 NELSON JR, WILLIAM KEITH
*CONTROL-4-CODE 014A
*CONTROL-4-CODE 014A

01

M

01

13

CAPTAIN

3250

15,4541

32,144.53

03-08-53
09-22-75

02

EXPT

1

MUNICIPAL CORPORATION 0411 CITY OF FORT WAYNE CIVIL CITY

EMPLOYEE JOB LIST
POLICE DARE

REPT
UA-R

FILE VERSION 00 PAGE 13
TIME 13:43:18 DATE 07-05-90

EMP
NO.

N A M E

EMPL
TYPE

SEX
CODE

RACE
CODE

LB
GD

OCC
NO.

HOURLY
R A T E

A N N U A L
R A T E

BIRTH DT
SERV DT

JOB
CAT

W/C CD
UNION

1507 YORK, RUSSELL PAUL
*CONTROL-4-CODE 014E
*CONTROL-4-CODE 014E

01

M

01

13

CAPTAIN

3250

15,454.1

32,144.53

05-10-51
09-22-75

02

EXPT

1

MUNICIPAL CORPORATION 0411 CITY OF FORT WAYNE

EMPLOYEE JOB LIST
POLICE DEDR

REPT
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FILE VERSION 00 PAGE 14
TIME 13:43:18 DATE 07-05-90

EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY R A T E	A N N U A L R A T E	BIRTH DT	JOB CAT	W/C CD
1405	PRUITT, AL T	01	M	02	15	DEPUTY CHIEF 6800	17.0986	35,565.09	02-08-45	01	EXPT
1173	CRAWFORD JR, JAMES	01	M	02	13	CAPTAIN 3250	15.4541	32,144.53	02-03-37	02	EXPT
*CONTROL-4-CODE 014F							32.5527	67,709.62	01-03-70	02	EXPT
*CONTROL-4-CODE 014F											

10	9	8	7	6	5	4	3	2	1	10	9	8	7	6	5	4	3	2	1
11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50
51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90
91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110

MUNICIPAL CORPORATION 0411 CITY OF FORT WAYNE CIVIL CITY

EMPLOYEE JOB LIST

REPT UA-R

FILE VERSION 00 PAGE 15
TIME 13:43:18 DATE 07-05-90

EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB	GD	OCC NO.	HOURLY RATE	A N N U A L RATE	BIRTH DT	JOB CAT	W/C CD
1398	HARTUP, DWAYNE A	01	M	01	13		CAPTAIN 3250	15.4541	32,144.53	10-07-52	02	EXPT
1891	AMSTUTZ, COVITA C	01	F	01	9		RECORDS BUREAU TECHNICIAN 18000	9.9501	20,696.21	04-16-43	03	8810 EXPT
2960	GASKILL, PEGGY ANN	01	F	01	9		RECORDS BUREAU TECHNICIAN 18000	9.9501	20,696.21	01-26-60	03	8810 EXPT
1618	HILL, BARBARA JEAN	01	F	02	9		RECORDS BUREAU TECHNICIAN 18000	9.9501	20,696.21	01-22-43	03	8810 EXPT
1798	KENNEDY, PATRICE RENEE	01	F	01	9		RECORDS BUREAU TECHNICIAN 18000	9.9501	20,696.21	01-29-59	03	8810 EXPT
3705	PEDRAZA, JULIE LYNN	01	F	01	9		RECORDS BUREAU TECHNICIAN 18000	9.9501	20,696.21	10-18-59	03	8810 EXPT
1944	PITZEN JR, THOMAS M	01	M	01	9		RECORDS BUREAU TECHNICIAN 18000	9.9501	20,696.21	02-08-88	03	8810 EXPT
4337	STEIGERWALD, TERI LYNN	01	F	01	9		RECORDS BUREAU TECHNICIAN 18000	9.4000	19,552.00	01-27-62	03	8810 EXPT
3574	MORMCASTLE, MARY KATHERINE	01	F	01	9		RECORDS BUREAU TECHNICIAN 18000	9.9501	20,696.21	05-09-88	03	8810 EXPT
*CONTROL-4-CODE 014K								94.5048	196,570.00	08-12-48	03	8810 EXPT
*CONTROL-4-CODE 014K										09-08-86	03	8810 EXPT

MUNICIPAL CORPORATION 0411 CITY OF FORT WAYNE

EMPLOYEE JOB LIST
POLICE TFL

REPT
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FILE VERSION 00 PAGE 16
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EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY RATE	A N N U A L R A T E	BRTM DT SERV DT	JOB CAT	W/C CD UNION
941	HARPER, PAT ALLAN	01	M	01	13	CAPTAIN	15.4541	32,144.53	08-31-47	02	EXPT
*CONTROL-4-CODE 014M									10-19-64		
*CONTROL-4-CODE 014M							15.4541	32,144.53			1

MUNICIPAL CC CITY OF FORT WAYNE
CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
POLICE TRAF

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EMP
NO.

N A M E

EMPL
TYPE

SEX
CODE

RACE
CODE

LB
GD

OCC
NO.

HOURLY
R A T E

A N N U A L
R A T E

BRTH DT
SERV DT

JOB
CAT

W/C CD
UNION

1030 LEITZ, GEORGE RICHARD
*CONTROL-4-CODE 014N
*CONTROL-4-CODE 014N

01

M

01

13

CAPTAIN

3250

15.4541

32,144.53

07-23-44
05-29-67

02

EXPT

1

MUNICIPAL CC CITY OF FORT WAYNE
CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
POLICE VICA

REPT
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FILE VERSION 00 PAGE 18
TIME 13:43:18 DATE 07-05-90

EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY R A T E	A N N U A L R A T E	BIRTH DT SERV DT	JOB CAT	W/C CD UNION
1967	SMALLWOOD, PATRICIA B	01	F	01	13	DIRECTOR, VICTIMS ASSISTANCE 7750	13.8875	28,886.00	01-25-46 08-10-81	01	8810 EXPT1
3552	NORMAN, DANETTE K	01	F	01	11	SENIOR VICTIM'S ADVOCATE 19910	10.3403	21,507.82	07-01-63 08-11-86	02	8810 EXPT
*CONTROL-4-CODE 014P							24.2278	50,393.82			2

MUNICIPAL CORPORATION 0411 CIVIL CITY WAYNE

EMPLOYEE JOB LIST
POLICE VNAR

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FILE VERSION 00 PAGE 19
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EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	DEPUTY CHIEF	HOURLY RATE	A N N U A L R A T E	BIRTH DT SERV DT	JOB CAT	W/C CD UNION
1226	HORMAN, BARRY LEE	01	M	01	15			17.0986	35,565.09	04-20-39	01	EXPT
*CONTROL-4-CODE 0140										11-01-70		
*CONTROL-4-CODE 0140								17.0986	35,565.09			

1

MUNICIPAL CC CITY OF FORT WAYNE
CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
POLICE OFFIC

REPT
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FILE VERSION 00 PAGE 20
TIME 13:43:18 DATE 07-05-90

EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY R A T E	A N N U A L R A T E	BIRTH DT SERV DT	JOB CAT	W/C CD UNION
1456	BENDER, MARTIN A	01	M	01	13	CAPTAIN 3250	15.4541	32,144.53	02-28-53 01-17-75	02	EXPT
1055	GREER, GERALD STANLEY	01	M	02	13	CAPTAIN 3250	15.4541	32,144.53	04-18-42 12-09-67	03	EXPT
1090 *CONTROL-4-CODE *CONTROL-4-CODE	POIRY, STEPHAN P 014R 014R	01	M	01	13	CAPTAIN 3250	15.4541 46.3623	32,144.53 96,433.59	01-29-47 06-01-68	02	EXPT

MUNICIPAL CORPORATION 0411 CITY OF FORT WAYNE

EMPLOYEE JOB LIST
ANIMAL-CONTROL

REPT
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TIME 13:43:18 DATE 07-05-90

EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY R A T E	A N N U A L R A T E	BRTH DT SERV DT	JOB CAT	W/C CD UNION
4205	COMPTON, RELINDA ELLEN	01	F	01	14	SHELTER MANAGER 20227	13.8948	28,901.18	09-29-59 01-04-88	01	8810 EXPT1
1846	REED, NANCY J	01	F	01	12	ASST SHELTER MANAGER 1950	11.6046	24,137.57	06-11-54 01-20-88	01	8810 EXPT1
1124	CAINS, DONALD GENE	01	M	01	11	ANIMAL CONTROL SUPERVISOR 845	11.6046	24,137.57	02-10-42 06-05-89	02	8810 EXPT
2061	KLINE, PAMELA S	01	F	01	11	ANIMAL CARE SUPERVISOR 875	11.6046	24,137.57	10-22-54 07-30-82	01	8810 EXPT1
*CONTROL-4-CODE 017											
*CONTROL-4-CODE 017											
							48.7086	101,313.89			

4

EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB	OCC NO.	HOURLY RATE	ANNUAL RATE	BIRTH DT	JOB CAT	W/C CD
1358	RAYPOLE, RANDY L	01	M	01	17	CHIEF OF COMMUNICATIONS 3970	19.6501	40,872.21	04-28-53	01	8810 EXPT1
2062	MCEVOY, DONALD V	01	M	01	15	DIRECTOR OF OPERATIONS 7104	16.2446	33,788.77	08-01-82	01	8810 EXPT1
1700	KING, DEBORAH S	01	F	01	13	ASSIST DIRECTOR OF OPERATIONS 1800	14.0749	29,275.79	08-21-50	01	8810 EXPT1
1653	DUSEK, GUY M	01	M	01	13	SUPERVISOR OF DISPATCHERS 22650	14.0749	29,275.79	11-05-49	02	8810 EXPT
1250	FRISCH, MARK C	01	M	01	13	SUPERVISOR OF DISPATCHERS 22650	14.0749	29,275.79	03-09-48	02	8810 EXPT
1253	SMITH, GENE J	01	M	01	13	SUPERVISOR OF DISPATCHERS 22650	14.0749	29,275.79	12-25-42	02	8810 EXPT
1553	HAYHURST, DAVID D	01	M	01	13	SUPERVISOR OF TECHNICIANS 22775	16.0325	33,347.60	08-21-53	01	8810 EXPT
1042	RIGSBY JR, HENRY V	01	M	01	12	ELECTRICIAN/ELECTRONIC TECH 8650	12.7779	26,578.03	03-27-48	03	9410 EXPT
983	BRANNING, KENNETH P	01	M	01	12	ELECTRONICS TECHNICIAN 8800	12.7779	26,578.03	10-16-67	03	9410 EXPT
4635	HARZ, CARL HOWARD	01	M	01	12	ELECTRONICS TECHNICIAN 8800	11.6150	24,159.20	12-30-42	03	9410 EXPT
1205	HIPPENHAMER, ROGER W	01	M	01	12	ELECTRONICS TECHNICIAN 8800	12.7779	26,578.03	11-12-64	03	9410 EXPT
6095	ROBINSON, DANIEL J	01	M	01	12	ELECTRONICS TECHNICIAN 8800	12.4129	25,818.83	03-21-70	03	9410 EXPT
1061	TRULOCK, BILLY A	01	M	01	12	ELECTRONICS TECHNICIAN 8800	12.7779	26,578.03	11-25-65	03	9410 EXPT
3495	HEREDIA, PEGGY A	01	F	01	9	ADMINISTRATIVE ASSISTANT 500	9.7639	20,308.91	02-12-90	03	9410 EXPT
*CONTROL-4-CODE 018											
*CONTROL-4-CODE 018											

193.1302 401,710.80

14

MUNICIPAL CC CITY OF FORT WAYNE
CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
PAYROLL-DEPARTM

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EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY RATE	ANNUAL RATE	BIRTH DT	JOB CAT	W/C CD
1474	FREEWALT, SHERRI SUE	01	F	01	13	SUPERVISOR OF PAYROLL SERVICES 22250	14.1775	29,489.20	10-10-43	01	8810 EXPT1
4254	GRIGGS, LERONIA YVETTE	01	F	02	9	PAYROLL ADMINISTRATOR 16550	9.1923	19,119.98	01-15-64	06	8810 EXPT
2298	STIER, KIM	01	F	01	9	PAYROLL ADMINISTRATOR 16550	9.1923	19,119.98	10-10-55	06	8810 EXPT
3723	VAN EVERY, SUSAN J	01	F	01	9	PAYROLL ADMINISTRATOR 16550	9.1923	19,119.98	06-30-46	06	8810 EXPT
*CONTROL-4-CODE	022								02-02-87		
*CONTROL-4-CODE	022						41.7544	86,849.14			4

MUNICIPAL CORPORATION 0411 CITY OF FORT WAYNE CIVIL CITY

EMPLOYEE JOB LIST PERSONNEL-DEPAR

REPT UA-R

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EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB	OCC NO.	HOURLY RATE	A N N U A L RATE	BIRTH DT	JOB CAT	W/C CD
4182	PETERS IV, FREDUS NELSON	01	M	01	18	DIR PERSONNEL/LABOR RELATIONS 7450	19.2089	39,954.51	04-21-58	01	8810 EXPT1
1769	GANAWAY, MAE FRANCES	01	F	02	16	ASSOC DIR PERS/LABOR RELATIONS 2500	15.9657	33,208.66	07-11-40	01	8810 EXPT1
1349	BECHER, DAVID JOHN	01	M	01	14	LABOR RELATIONS ADMINISTRATOR 12950	12.7694	26,560.35	05-06-73	01	8810 EXPT
4538	BOOKS, JOY ANN	01	F	01	12	EMPLOYMENT SPECIALIST 9060	11.9744	24,906.75	04-01-37	02	8810 EXPT
3682	TAYLOR, LANA KAY	01	F	01	12	EMPLOYMENT SPECIALIST 9060	13.2216	27,500.93	11-29-47	01	8810 EXPT
6250	MULDOON, DANIEL H	01	M	01	11	VETERANS SERVICES OFFICER 24350	10.6250	22,100.00	09-14-45	01	8810 EXPT
6026	RYAN, CECELIA HELEN	01	F	01	10	OFFICE MANAGER 15250	10.1972	21,210.18	10-01-46	01	8810 EXPT1
1843	HARRIS, NANCY E	01	F	01	10	BENEFITS ADMINISTRATOR 2710	10.7269	22,311.95	04-25-58	01	8810 EXPT
2238	KLOHA, NANCY M	01	F	01	9	ADMINISTRATIVE ASSISTANT 500	9.1923	19,119.98	04-13-87	01	8810 EXPT
4061	KING, SARAH ANN	01	F	02	7	EXECUTIVE SECRETARY VII 9650	8.7132	18,123.46	03-23-38	06	8810 EXPT
5019	VANDENBERG, ELIZABETH ANN	01	F	01	5	EXECUTIVE SECRETARY V 9750	7.0408	14,644.86	03-12-48	06	8810 EXPT
*CONTROL-4-CODE 023									07-17-89	06	8810 EXPT
*CONTROL-4-CODE 023							129.6354	269,641.63			11

MUNICIPAL CORPORATION 0411 CIVIL CITY WAYNE

EMPLOYEE JOB LIST PURCHASING-DEPA

REPT UA-R

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EMP NO.	N A M E	EMPL TYPE	SEX	RACE	LB	OCC NO.	HOURLY RATE	A N N U A L R A T E	BRTH DT	JOB CAT	W/C CD
4184	GOEGLEIN, GLORIA J	01	F	01	16	PURCHASING DIRECTOR 17800	16.9636	35,284.29	01-13-31	01	8810 EXPT1
4245	HANNEMAN, DOROTHY A	01	F	01	10	ASST PURCHASING DIRECTOR 1800	12.6053	26,219.02	12-11-33	01	8810 EXPT1
*CONTROL-4-CODE 024							29.5689	61,503.31	02-24-88		
*CONTROL-4-CODE 024											

2

EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	DCC NO.	HOURLY RATE	A N N U A L R A T E	BIRTH DT	JOB CAT	W/C CD
1135	ADAMS, THOMAS EDWARD	01	M	01	17	FIRE CHIEF 10200	20.3973	42,426.38	10-15-43	01	EXPT
1041	BAUERMEISTER, JERRY W	01	M	01	16	DEPUTY CHIEF 6800	18.5409	38,565.07	03-13-45	01	EXPT
1127	HAMM, RONALD GENE	01	M	01	15	ASSISTANT CHIEF 1550	17.0986	35,565.09	01-02-69	01	EXPT
1438	HINTON, STEVEN CRAIG	01	M	01	15	ASSISTANT CHIEF 1550	17.0986	35,565.09	05-16-52	01	EXPT
1542	JOHNSON, ROY	01	M	02	15	ASSISTANT CHIEF 1550	17.0986	35,565.09	10-01-74	01	EXPT
1078	STILWELL, CLIFFORD GEORGE	01	M	01	15	ASSISTANT CHIEF 1550	17.0986	35,565.09	12-15-50	01	EXPT
1260	ADAMS SR, STEPHEN A	01	M	01	13	DISTRICT CHIEF 8050	15.4541	32,144.53	06-17-40	01	EXPT
1161	AKER, MICHAEL M	01	M	01	13	DISTRICT CHIEF 8050	11.0386	32,144.40	12-01-71	01	EXPT
1330	FITCH, JOHN EVAN	01	M	01	13	DISTRICT CHIEF 8050	11.0386	32,144.40	06-27-44	01	EXPT
1133	HOKE, NORMAN ALLEN	01	M	01	13	DISTRICT CHIEF 8050	11.0386	32,144.40	10-07-69	01	EXPT
735	KRIDER SR, RAYMOND EDMOND	01	M	01	13	DISTRICT CHIEF 8050	11.0386	32,144.40	02-18-40	01	EXPT
1541	LAWSON, M DOUGLAS	01	M	02	13	DISTRICT CHIEF 8050	15.4541	32,144.53	12-13-72	01	EXPT
1332	MELSER, RICHARD LOWELL	01	M	01	13	DISTRICT CHIEF 8050	11.0386	32,144.40	09-19-42	01	EXPT
1540	MYERS, EVELYN IRENE	01	F	01	13	DISTRICT CHIEF 8050	15.4541	32,144.53	01-15-52	01	EXPT
1131	RESAC, RICHARD DONALD	01	M	01	13	DISTRICT CHIEF 8050	11.0386	32,144.40	02-12-73	01	EXPT
930	SHROYER, THOMAS ALLEN	01	M	01	13	DISTRICT CHIEF 8050	11.0386	32,144.40	05-26-41	01	EXPT
894	SUCH, ALAN HERBERT	01	M	01	13	DISTRICT CHIEF 8050	11.0386	32,144.40	03-01-69	02	EXPT
1233	TUCKER, THOMAS WILLIAM	01	M	01	13	DISTRICT CHIEF 8050	15.4541	32,144.53	03-01-41	01	EXPT

MUNICIPAL CORPORATION 0411 CITY OF FORT WAYNE CIVIL CITY

EMPLOYEE JOB LIST
FIRE-DEPARTMENT

REPT
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R A T E

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EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY R A T E	A N N U A L R A T E	BIRTH DT SERV DT	JOB CAT	W/C CD UNION
1544	VAN PELT, CHARLES BUTCH	01	M	02	13	DISTRICT CHIEF 8050	15.4541	32,144.53	10-18-49 12-26-75	01	EXPT
1481	WILSON, GENOIS	01	F	02	13	DISTRICT CHIEF 8050	15.4541	32,144.53	08-15-48 03-30-75	01	EXPT
1069	WOLFCALE, THOMAS ORVAL	01	M	01	13	DISTRICT CHIEF 8050	11.0386	32,144.40	10-25-43 03-16-68	01	EXPT
2625	HICKMAN, MELANIE C	01	F	01	7	EXECUTIVE SECRETARY VII 9650	9.4801	19,718.61	05-09-58 05-20-85	06	8810 EXPT
*CONTROL-4-CODE 015							308.8847	725,137.20			22

MUNICIPAL CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
PARK-DEPARTMENT

REPT
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A N N U A L
R A T E

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TIME 13:43:18 DATE 07-05-90

EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY R A T E	A N N U A L R A T E	BIRTH DT SERV DT	JOB CAT	W/C CD UNION
2246	FULLERTON, JAMES D	01	M	01	UC	GOLF COURSE PRO MANAGER 11050	5.5182	11,477.86	04-12-56 04-16-84	01	9102 UC
2098	HEMSOTH, RICK L	01	M	01	UC	GOLF COURSE PRO MANAGER 11050	5.5182	11,477.86	04-04-54 02-07-83	01	9102 UC
1038	MILLER, WILLIAM S	01	M	01	UC	GOLF COURSE PRO MANAGER 11050	5.5182	11,477.86	12-18-42 09-25-67	01	9102 UC
734	ARNOLD, ROBERT C	01	M	01	19	DIRECTOR - PARKS & RECREATION 7850	22.0897	45,946.58	05-01-35 10-07-53	01	8810 EXPT1
1031	NOAK, DENNIS J	01	M	01	17	SUPERINTENDENT OF PARKS 21900	18.9029	39,318.03	08-15-42 06-05-67	01	8810 EXPT1
1107	BENNETT, PHILLIP L	01	M	01	17	SUPT OF LEISURE SERVICES 21950	18.0967	37,641.14	10-30-42 11-04-68	01	8810 EXPT1
916	WELLS, EARL B	01	M	01	17	SUPERINTENDENT OF 200 22000	18.7468	38,993.34	04-15-29 02-17-64	01	8810 EXPT1
1453	STEPHANOFF, THOMAS	01	M	01	17	ASSOC DIR FOR ADMINISTRATION 3100	18.7468	38,993.34	02-09-29 01-06-75	01	8810 EXPT1
4797	GAYDOS, STEPHEN MICHAEL	01	M	01	16	MGR HORTICULTURE/CONSERVATORY 22300	15.8749	33,019.79	01-10-37 05-01-89	01	8810 EXPT1
4650	DECKER, JILL MARIE	01	F	01	16	ASSOC DIR OF MARKETING 2560	15.5741	32,394.13	12-17-62 12-05-88	01	8810 EXPT1
2738	MCDONALD-MOVLAN, MAUDE E	01	F	01	15	MGR OF ARTS & COMMUNITY EVENTS 14325	15.4029	32,038.03	03-14-52 04-03-86	01	8810 EXPT1
2333	PRESENSKY JR, JOHN STANLEY	01	M	01	15	MANAGER BLDGS & GROUNDS 14335	14.5993	30,366.54	05-15-54 09-17-84	01	8810 EXPT1
4342	SCHOMBURG, MATTHEW PAUL	01	M	02	15	MGR OF SUPPORT SERVICES 14410	14.5993	30,366.54	10-09-71 06-18-90	01	8810 EXPT1
1485	PEHLKE, CAROL J	01	F	01	15	MGR OF RECREATION SERVICES 19580	15.4029	32,038.03	01-03-41 04-28-75	01	8810 EXPT1
1725	EHRESMAN, PERRY ROBERT	01	M	01	15	MGR OF RECREATION FACILITIES 20800	14.5993	30,366.54	07-07-52 04-16-79	01	8810 EXPT1
1560	HAMILTON, CLARK R	01	M	02	15	MGR SPORTS/OUTDOOR RECREATION 20850	14.5993	30,366.54	03-10-47 09-13-76	01	8810 EXPT1
1820	ANDERSON, JAMES M	01	M	01	15	ASST SUPERINTENDENT OF 200 2410	14.5993	30,366.54	01-08-57 02-20-80	01	8810 EXPT1
1101	BYANSKI, JEROME S	01	M	01	15	MGR DESIGN & ENGINEERING 9200	14.5993	30,366.54	02-13-45 09-12-68	01	8810 EXPT1

MUNICIPAL CORPORATION CC CITY OF FORT WAYNE
0411 CIVIL CITYEMPLOYEE JOB LIST
PARK-DEPARTMENTREPT
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EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY RATE	A N N U A L R A T E	BIRTH DT SERV DT	JOB CAT	W/C CD UNION
6083	HARPER, PATRICIA	01	F	01	14	MGR OF INFORMATION SYSTEM 14336	12.0639	25,092.91	12-04-47 01-29-90	02	8810 EXPT
1267	STOLTE, LARRY EUGENE	01	M	01	14	MGR OF INFORMATION SYSTEM 14336	14.6894	30,553.95	04-12-36 01-17-72	01	8810 EXPT1
740	MUDRACK, RALPH E	01	M	01	13	SUPERVISOR OF ARBORCULTURE 22325	13.8868	28,884.54	12-17-31 01-06-55	01	9102 EXPT1
6055	FORCET, ANDREW RICHARD	01	M	01	13	SUPV OF FLORICULTURE 22400	11.4907	23,900.66	05-01-54 12-06-89	02	9102 EXPT
1743	SHEDRON, KAREN G	01	F	01	13	SUPV OF FLORICULTURE 22400	12.0000	24,960.00	05-18-53 06-11-79	01	9102 EXPT1
1339	WALTER, LARRY MICHAEL	01	M	01	13	SUPERVISOR OF HORTICULTURE 22425	13.2725	27,606.80	06-20-47 03-26-73	02	9102 EXPT1
6132	SCHENKEL, GERALD JOSEPH	01	M	01	13	SUPV OF REPAIR & CONSTRUCTION 22740	13.5212	28,124.10	07-22-39 04-04-90	02	9102 EXPT
6091	MILLER, SUSAN TRACY	01	F	01	12	MANAGER OF DEVELOPMENT 14331	10.9149	22,702.99	09-10-46 01-29-90	02	9102 EXPT
3709	BEATTY, KATHERINE KAY	01	F	01	12	MANAGER OF MARKETING 14440	12.6086	26,225.89	12-28-60 01-05-87	02	9102 EXPT1
800	REUILLE, LARRY E	01	M	01	12	SUPERVISOR OF MAINTENANCE 22210	12.7347	26,488.18	10-12-38 08-01-59	01	9102 EXPT1
4550	WOODRUFF, RUSSELL CRAIG	01	M	01	12	SUPERVISOR OF MAINTENANCE 22210	12.7347	26,488.18	03-11-50 07-25-88	02	9102 EXPT1
1669	STEWART-SCOTT, YVONNE M	01	F	01	12	SUPERVISOR SR CITIZENS CTR 22375	12.7347	26,488.18	10-03-34 08-07-78	05	9102 EXPT1
4282	ACOSTA, ANTONIO	01	M	06	12	SUPVR OF OUTDOOR RECREATION 22625	11.7798	24,501.98	11-27-50 12-01-88	02	9102 EXPT
3833	DONNELL, JULIE MARIE	01	F	01	12	SUPER OF PUBLIC RELATION 22675	11.8800	24,710.40	10-26-57 08-22-88	01	8810 EXPT
2381	PIROPATO, CHERYL R	01	F	01	12	SUPER OF ZOO EDUCATION SERVICE 22780	11.3011	23,506.29	01-18-59 01-21-85	01	9102 EXPT
1160	RUMSEY, PAISIE MARIE	01	F	01	12	ADMINISTRATIVE ASSISTANT 500	12.6086	26,225.89	01-06-38 10-06-69	01	8810 EXPT1
2256	GIBSON, E DEAN	01	M	01	11	GOLF GREEN SUPERINTENDENT 11060	11.9451	24,845.81	06-24-50 05-14-84	01	9102 EXPT1
6202	KEISTER, BRYAN	01	M	01	11	GOLF GREEN SUPERINTENDENT 11060	11.2548	23,409.98	07-05-59 05-14-90	02	9102 EXPT1

MUNICIPAL CC CITY OF FORT WAYNE
CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
PARK-DEPARTMENT

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EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GR	OCC NO.	HOURLY RATE	A N N U A L RATE	BIRTH DT	JOB CAT	W/C CD
1484	THOMPSON, THOMAS EUGENE	01	M	01	11	GOLF GREEN SUPERINTENDENT 11060	11.9451	24,845.81	08-22-39	01	9102 EXPT1
5039	DIEDRICHS, WILLIAM R	01	M	01	11	ASSISTANT TO ARBORIST 1410	12.0646	25,094.37	10-02-48	02	9102 EXPT
1545	HICKS, SARAH HELEN	01	F	01	11	SUPERVISOR REC CENTER 22680	12.0646	25,094.37	11-15-31	01	9102 EXPT1
2955	STARKE, ROBERT AUGUSTUS	01	M	02	11	SUPERVISOR REC CENTER 22680	12.0646	25,094.37	05-16-36	01	9102 EXPT1
3739	PRYOR, WARREN WILLIAM	01	M	01	11	SUPERVISOR OF ZOO EXHIBITS 22770	11.9451	24,845.81	02-05-59	01	9102 EXPT1
1548	WELDON, MARK ALLEN	01	M	01	11	SUPERVISOR OF ZOO EXHIBITS 22770	12.0646	25,094.37	07-30-51	02	9102 EXPT1
4727	LOZO, KENNETH MICHAEL	01	M	01	11	SUPPORT SERVICES SUPERVISOR 22791	11.2027	23,301.62	03-01-76	01	9102 EXPT
6125	JASPER, LAURA EYONE	01	F	01	11	SUPERVISOR OF ATHLETICS 2440	10.3409	21,509.07	06-09-64	02	9102 EXPT
*CONTROL-4-CODE 121							580.1018	1,206,611.75	03-26-90	02	44

MUNICIPAL CORPORATION		CC CITY OF FORT WAYNE		EMPLOYEE JOB LIST		REPT		FILE VERSION 00			
CORPORATION		0411 CIVIL CITY		REDEVELOPMENT-0		UA-R		TIME 13:43:18 DATE 07-05-90			
EMP NO.	N A M E	EMPL TYPE	SEX	RACE	LB	OCC NO.	HOURLY R A T E	A N N U A L R A T E	BRTM DT SERV DT	JOB CAT	W/C CD
2141	FLETCHER, RONALD RAY	01	M	01	18	DIRECTOR OF REDEVELOPMENT 7105	20.5540	42,752.32	02-10-42 06-20-83	01	8810 EXPT1
6094	KRAVIG, GAYLON LOREN	01	M	01	13	REDEVELOPMENT SPECIALIST 18425	13.2217	27,501.14	02-12-90	02	8810 EXPT1
6054	LINDSAY, JAMES C	01	M	01	13	REDEVELOPMENT SPECIALIST 18425	13.2217	27,501.14	01-20-53 12-04-89	05	8810 EXPT
2558	ROMES-JAMES, KIM MARIE	01	F	02	8	EXECUTIVE SECRETARY VIII 9600	8.9936	18,706.69	01-28-61 05-13-95	06	8810 EXPT
*CONTROL-4-CODE 123							55.9910	116,461.29			4
*CONTROL-4-CODE 123											

MUNICIPAL CC CITY OF FORT WAYNE
CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
ABVH/ROWY

REPT
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EMIP
AND

NAME _____

EMPL	SEX	RACE	LB
TYPE	CODE	CODE	GD

DCC
AD-1

HOURLY RATE

ANNUAL

BRITISH
SERVANTS

**JOB
CAT**

W/C LD
UNION

1895 ORR, RICKY WAYNE
*CONTROL-4-CODE 002/
*CONTROL-4-CODE 002/

01

2

01

13

SUPERVISOR
22050

13.1042
13.1042

27,256.74

01-24-56
09-30-80

03

8810
EXPT1

1

MUNICIPAL CORPORATION 0411 CITY OF FORT WAYNE

EMPLOYEE JOB LIST
METRO-HUMAN-REL

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EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY R A T E	A N N U A L R A T E	BIRTH DT SERV DT	JOB CAT	W/C CD UNION
3940	STARKS, TAMARA LYNN	01	F	02	12	CHIEF INVESTIGATOR 3900	12.0192	24,999.94	09-25-63 05-18-87	02	8810 EXPT
*CONTROL-4-CODE 005							12.0192	24,999.94			
*CONTROL-4-CODE 005											

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MUNICIPAL CC CITY OF FORT WAYNE
CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
TRAFFIC-ENGINEER

REPT
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EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GR	OCC NO.	HOURLY RATE	A N N U A L RATE	BIRTH DT	JOB CAT	W/C CD
4994	ROSS, DAVID GERALD	01	M	01	16	TRAFFIC ENGINEER 23750	18.7918	39,086.94	08-11-49	01	8810 EXPT1
1350	DAVIS, STEVEN WAYNE	01	M	01	15	ASST TRAFFIC ENGINEER 2350	14.3925	29,936.40	03-19-51	01	8601 EXPT1
1364	HILKEY, DOUGLAS PAUL	01	M	01	14	SIGNAL SUPERINTENDENT 20450	16.0325	33,347.60	09-11-73	01	8601 EXPT
1488	SALYER, RICKY D	01	M	01	13	SIGN & MARKING SUPERVISOR 20250	12.3119	25,608.75	04-24-57	01	9501 EXPT1
1074	BREWER, LARRY D	01	M	01	13	SIGNAL FOREMAN 20425	15.4541	32,144.53	12-21-45	01	8601 EXPT
1204	HORVATH, NOEL	01	M	01	13	SIGNAL FOREMAN 20425	14.0667	29,258.74	08-19-46	01	8601 EXPT
*CONTROL-4-CODE 011							91.0495	189,382.96			
*CONTROL-4-CODE 011											

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W/C CD
UNION

07-07-23	8601
04-24-72	EXPT1

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MUNICIPAL CC CITY OF FORT WAYNE
CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
POLICE VICA

REPT
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EMP
MD

NAME _____

EMPL
TYPESEX
CODE

RACE
GRADE

99

DEC
NO.

HOURLY
RATE

QUALITATIVE ANALYSIS

BRITISH
SLEIGHT

JOB
CAT

W/C CD
 LINTON

6121

MUELLER, JILL E

101

44

01



VICTIM'S ADVOCATE
24425

8.6173

17,923.98

02-21-67
03-19-90

5

7720
EXPT

6131

ROBERTSON, AMY

10

77

10



VICTIM'S ADVOCATE
24425

8.6173

17,923.98

08-30-66
04-04-90

40

7720
EXPT

*CONTROL-4-CODE 014P

17.2346

35,847.96

2

MUNICIPAL CC CITY OF FORT WAYNE CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST C.E.D.

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EMP NO.	NAME	EMPL TYPE	SEX	RACE	LR	OCC NO.	HOURLY RATE	ANNUAL	BIRTH DT	JOB CAT	W/C CD
2088	JONES, BARBARA L	01	F	01	17	HANDS ADMINISTRATOR	17.7498	36,919.58	10-22-48	01	8810 EXPT1
1472	WOENKER, F ROBERT	01	M	01	16	SENIOR PLANNER	15.7813	32,825.10	06-18-45	01	8601 EXPT
4248	LAVONCHER, TINA RENEE	01	F	01	14	LOAN-PROCESSING MANAGER	13.2135	27,484.08	03-09-88	01	8810 EXPT1
3706	PATTERSON, KAREN E	01	F	01	14	ADMINISTRATIVE ASSISTANT	14.4231	30,000.05	10-06-63	02	8810 EXPT1
2065	ESPINOSA, DOLORES	01	F	06	8	EXECUTIVE SECRETARY VIII	8.9982	18,716.26	03-05-59	06	8810 EXPT
*CONTROL-4-CODE 008							70.1659	145,945.07			5

MUNICIPAL CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
ECON-DEVELOPMEN

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EMP NO.	NAME	EMPL TYPE	SEX CODE	RACE CODE	LG GD	OCC NO.	HOURLY RATE	ANNUAL RATE	BIRTH DT	JOB CAT	W/C CD
4747	BUTLER, JAMIE KAY	01	F	01	4	EXECUTIVE SECRETARY IV	7.2115	14,999.92	11-07-66	06	8810
*CONTROL-4-CODE 003									03-29-89		EXPT
*CONTROL-4-CODE 003							7.2115	14,999.92			1

MUNICIPAL CORPORATION CC CITY OF FORT WAYNE
0411 CIVIL CITY

EMPLOYEE JOB LIST
CONTROLLER

REP
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EMP
NO.

NAME _____

EMPL
TYPE

SEX
COD

RACE
CODE

LB 60

030
-001

HOURLY RATE

ANNUAL

BRTH DT
SERV DT

**JOB
CAT**

W/C CD
UNION

2406

ANDERSON, DEBORAH ANN

101

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13.1106

227,270.05

02-25-85

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EXPT

4785

SCHAEFFER, DETTA KAY

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1923

19,119.98

06-04-90

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EXPT

*CONTROL-4-CODE 002

00-00-2

22.3029

46,390.03

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MUNICIPAL CORPORATION 0411 CITY OF FORT WAYNE CIVIL CITY

EMPLOYEE JOB LIST
PARK-DEPARTMENT

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EMP NO.	NAME	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY RATE	ANNUAL RATE	BIRTH DT	JOB CAT	W/C CD
6105	REITINGER, CYNTHIA ANN	01	F	01	13	SUPV OF FLORICULTURE	11.9452	24,846.02	05-11-57	02	9102
*CONTROL-4-CODE 121											
*CONTROL-4-CODE 121							11.9452	24,846.02	02-20-90	02	EXPT

1

MUNICIPAL CC CITY OF FORT WAYNE
CORPORATION 0411 CIVIL CITY

EMPLOYEE JOB LIST
C.E.D.

REPT
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EMP NO.	NAME	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY RATE	ANNUAL RATE	BIRTH DT SERV DT	JOB CAT	W/C CD UNION
2335	BAILEY, CHARLES A	01	M	02	17	COMPLIANCE ADMINISTRATOR 5160	15.5117	32,264.34	11-24-46 10-01-84	01	8810 EXPT1
4991	WILSON, CARL CHARLES	01	M	02	10	COMPLIANCE OFFICER 5175	11.7788	24,499.90	10-16-34 06-19-89	02	8810 EXPT
*CONTROL-4-CODE 008							27.2905	56,764.24			2

MUNICIPAL
CORPORATION

CITY UTILITIES OF FORT WAYNE

CU 0511 CITY UTILITIES

EMPLOYEE JOB LIST
FILTRATION

REPT
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EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY RATE	A N N U A L RATE	BIRTH DT SERV DT	JOB CAT	M/C CD UNION
4760	MCLANE, JOHN CLARKE	01	M	01	17	SUPERINTENDENT 21700	FILTRATION PLT 18.0965	37,640.72	08-14-41 04-17-89	01	7520 EXPT1
2179	KATRAS, THEODORE EUGENE	01	M	01	16	ASST SUPERINTENDENT 2050	FILTRATION 16.8879	35,126.83	02-24-30 09-26-83	01	7520 EXPT1
4195	MOORE, JEAN M	01	F	01	16	ASST SUPERINTENDENT 2050	FILTRATION 15.9110	33,094.88	10-18-63 01-04-88	01	7520 EXPT1
1451	ARMSTRONG, DAVID EUGENE	01	M	01	15	MAINTENANCE SUPERVISOR 14110	13.2211	27,499.89	05-13-44 12-05-74	01	7520 EXPT1
1729	BRATTON, WILLIAM VAN	01	M	02	15	MAINTENANCE SUPERVISOR 14110	13.2211	27,499.89	12-11-49 04-25-79	01	7520 EXPT1
4216	MANDLOFF, FRANCES J	01	F	01	9	ADMIN. ASSISTANT 490	IX 10.9255	22,725.04	12-29-33 01-19-88	01	8810 EXPT
*CONTROL-4-CODE	521										
*CONTROL-4-CODE	521						88.2631	183,587.25			6

MUNICIPAL CORPORATION 0511 CITY UTILITIES OF FORT WAYNE

EMPLOYEE JOB LIST WATER-MAINTENANCE

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EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY RATE	ANNUAL RATE	BIRTH DT	JOB CAT	W/C CD
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785	HOLLMAN, WILLIAM RAY	01	M	01	16	SUPERINTENDENT OF MAINTENANCE	15.7857	32,834.26	06-24-40	01	9410 EXPT1
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772	WYNN, MEDFORD A	01	M	01	14	SUPERV WATER MAINT/SERVICE	15.0264	31,254.91	06-02-37	01	7520 EXPT1
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889	SIMMONS JR, WILLIAM FREDERIC	01	M	01	14	SUPERV OF WATER MAINT/CONST	15.0264	31,254.91	05-31-41	01	7520 EXPT1
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845	WILSON, ARTHUR	01	M	02	12	GENERAL FOREMAN	13.4956	28,070.85	10-04-34	01	7520 EXPT1
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1192	SCHOENLE, JEROME DAVID	01	M	01	12	ASSISTANT SERVICE SUPERVISOR	13.0841	27,214.93	08-19-50	07	7520 EXPT
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*CONTROL-4-CODE 522							72.4182	150,629.86			5
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MUNICIPAL CORPORATION OF FORT WAYNE
CU 0511 CITY UTILITIES

EMPLOYEE JOB LIST
WPC-ENGINEERING

REP
UA-R

FILE VERSION 00 PAGE 46
TIME 13:43:18 DATE 07-05-90

EMP
NO.

NAME _____

EMPL
TYPE

SEX
CODE

RACE
CODE

LB 69

000
NO.

HOURLY
RA-TF

ANNUAL
RANGE

BRTH DT
SERV DT

JOE
CATW/C CD
INT ON

1148 PALLONE JR, THOMAS J

01 M 01 15

PROFESSIONAL ENGINEER
17370 14-9664

31.130.11

09-25-48
10-25-71
01

8601
EXPT 1

1314 SHININGER, WILLIAM MATTHIAS

01	M	01	15
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PROFESSIONAL ENGINEER
17370 14•9664

31.130.11

09-04-50
06-27-88
018601
EXPT1

*CONTROL 4 CODE 530

29.9328

62, 260, 22

2

MUNICIPAL CORPORATION 0511 CITY UTILITIES OF FORT WAYNE EMPLOYEE JOB LIST

REPT
UA-R

FILE VERSION 00 PAGE 47
TIME 13:43:18 DATE 07-05-90

EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LA GD	OCC NO.	HOURLY RATE	A N N U A L RATE	BRTH DT SERV DT	JOB CAT	W/C CD UNION
1382	WISLER, NEIL HAMILTON	01	M	01	17	SUPERINTENDENT 21800	20.9332	43,541.06	03-09-35 12-24-73	01	9410 EXPT1
2529	BOSSERMAN, THOMAS LYNN	01	M	01	16	MANAGER OF OPERATIONS 14400	16.7404	34,820.03	09-28-41 05-06-85	01	7580 EXPT1
1477	BECKER, STUART M	01	M	01	15	SUPER-INDUSTRIAL WASTE CONTROL 22150	14.5898	30,346.78	08-17-29 02-10-75	01	7580 EXPT1
1566	GACH, CHRISTOPHER DEAN	01	M	01	15	SUPERVISOR OF MAINTENANCE 22225	14.5995	30,366.96	02-22-56 11-22-76	01	7580 EXPT1
1151	NICELY, JAMES D	01	M	01	13	ASSIST-SUPERVISOR 2220	12.9808	27,000.06	08-31-50 07-23-69	07	7580 EXPT
4199	PETROVAS, STACEY JOSEPH	01	M	01	13	AGRONOMIST 775	11.4908	23,900.86	07-14-61 01-04-88	02	7580 EXPT
*CONTROL-4-CODE 531											
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MUNICIPAL CU CITY UTILITIES OF FORT WAYNE
CORPORATION 0511 CITY UTILITIES

EMPLOYEE JOB LIST
MPC-MAINTENANCE

REAR

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EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GR	OCC NO.	HOURLY RATE	ANNUAL RATE	BIRTH DT	JOB CAT	W/C CD
4531	KOHRMAN, WILLIAM E	01	M	01	16	SUPERINTENDENT OF MAINTENANCE 21750	15.7857	32,834.26	03-28-39	01	9410 EXPT1
837	BOYCE, JAMES L	01	M	01	14	ASSISTANT SUPERINTENDENT 2280	15.0264	31,254.91	01-15-38	01	9410 EXPT1
4240 *CONTROL-4-CODE *CONTROL-4-CODE	GREEN, ROBERT FRANKLIN 532 532	01	M	02	12	GENERAL FOREMAN 10900	12.4732 43.2853	25,944.26 90,033.43	11-25-30 02-16-88	01	6306 EXPT1

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W/C CD
UNION

8601
EXPT1

34,059.38

1

MUNICIPAL CORPORATION CU CITY UTILITIES OF FORT WAYNE
EMP NO. NAME EMPLOYEE JOB LIST
CUSTOMER-RELATI

REPT
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TIME 13:43:18 DATE 07-05-90

EMP NO.	NAME	EMPL TYPE	SEX CODE	RACE CODE	LB CD	DCC NO.	HOURLY RATE	ANNUAL RATE	BIRTH DT	JOB CAT	W/C CD
1804	MOSSBURG, MARY ELLEN	01	F	01	13	ADMINISTRATIVE ASSISTANT	13.1042	27,256.74	02-11-49	01	8810
*CONTROL-4-CODE 901									01-21-80	01	EXPT1
*CONTROL-4-CODE 901							13.1042	27,256.74			

MUNICIPAL CORPORATION OF FORT WAYNE
CU 0511 CITY UTILITIES

EMPLOYEE JOB LIST
METER-READING

REP
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EMP
NO.

NAME _____

EMPL	SEX	RACE
TYPE	CODE	CODE

LB 69

DEC 20 1964

HOURLY
R A T E

ANNUAL

BRTH DT
SERV DT

JOH
CATW/C CD
UNION

1430	NAGEL, ELIZABETH MARY
*CONTROL-4-CODE	902
*CONTROL-4-CODE	902

10

7

01

13

SUPERVISOR
22050

13.1042
13.1042

27,256.74

02-26-56
08-26-74

0

8810
EXPT 1

1

MUNICIPAL CORPORATION 0511 CITY UTILITIES OF FORT WAYNE

EMPLOYEE JOB LIST GENERAL-ACCOUNT

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EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	DCC NO.	HOURLY RATE	ANNUAL RATE	BIRTH DT SERV DT	JOB CAT	W/C CD UNION
1213	HODMAN, THOMAS EDWARD	01	M	01	13						
*CONTROL-4-CODE 905							14.1775	29,489.20	01-14-38 05-04-70	01	8810 EXPT1
*CONTROL-4-CODE 905							14.1775	29,489.20			1

MUNICIPAL CORPORATION 0511 CITY UTILITIES OF FORT WAYNE

EMPLOYEE JOB LIST OFFICE-SERVICES

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EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY R A T E	A N N U A L R A T E	BRTH DT SERV DT	JOB CAT	W/C CD UNION
1845	DENSEL, DELORES	01	F	01	13	ADMIN SERVICE CTR	13.1042	27,256.74	03-06-41 11-10-83	01	8810 EXPT1
*CONTROL-4-CODE	906						13.1042	27,256.74			
*CONTROL-4-CODE	906										

1

MUNICIPAL CORPORATION 0511 CITY UTILITIES OF FORT WAYNE

EMPLOYEE JOB LIST
DIV-OF-OPERATIO

REPT
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EMP NO. NAME

EMPL TYPE SEX RACE LB GO

OCC NO.

HOURLY RATE

ANNUAL RATE

BIRTH DT SERV DT

JOB CAT

W/C CD UNION

4207 MACLEAY, TERRI LIPP

01 F 01 18

DIR CITY UTILITIES OPERATIONS
7400 19.2087

39,954.10

05-03-55 01-13-88 01

8810 EXPT1

3898 NEVILLE, DIANA JANE
*CONTROL-4-CODE 908
*CONTROL-4-CODE 908

01 F 01 7

EXECUTIVE SECRETARY VII
9650 8.2299

17,118.19

09-05-46 05-26-87 06

8810 EXPT

2

MUNICIPAL CORPORATION 0511 CITY UTILITIES OF FORT WAYNE EMPLOYEE JOB LIST

REPT UA-R

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EMP NO.	N A M E	EMPL TYPE	SEX CODE	RACE CODE	LB GD	OCC NO.	HOURLY RATE	ANNUAL RATE	BRTH DT	JOB CAT	W/C CD
5065	WYATT, BETSY ANN	01	F	01	7	EXECUTIVE CLERICAL 9425	8.6500	17,992.00	07-04-47	06	8810 EXPT
4723	FEASTER, PAMELA JO	01	F	01	5	EXECUTIVE CLERICAL 9440	6.8938	14,339.10	03-27-89	06	8810 EXPT
6093	WREN, AMY M	01	F	01	5	EXECUTIVE CLERICAL 9440	6.8938	14,339.10	06-01-56	06	8810 EXPT
*CONTROL-4-CODE 910											
*CONTROL-4-CODE 910							22.4376	46,670.20			3

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W/C CD
UNION

3

MUNICIPAL CORPORATION 0511 CITY UTILITIES OF FORT WAYNE

EMPLOYEE JOB LIST
WATER-RESOURCES

REPORT
DATA

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TIME 13:43:18 DATE 07-05-90

[illegible]

EMPL TYPE	SEX CODE	RACE CODE	LB
60			

000
NO.

HOURLY
RATE

ANNUAL REPORT

BRTH DT
SERV DT

**JOB
CAT**

W/C CD
UNION

1928 ATHERTON, TERRY LEE

01 M 01 18

DIRECTOR OF WATER RESOURCES
7980 19.3738

40,297.50

09-30-47
02-01-81 01

9410
EXPTL

2962 FARRELL, DEBORAH JONELL
*CONTROL-4-CODE 973
*CONTROL-4-CODE 973

01 F 01 13

PROJECT LEADER
17650

11.4909	23,901.07
30.8647	64,198.57

05-19-53 01
10-07-85

8810
EXPT 1

2

MUNICIPAL CORPORATION 0511 CITY UTILITIES OF FORT WAYNE

EMPLOYEE JOB LIST
GARAGE

REPORT

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TIME 13:43:18 DATE 07-05-90

[illegible]

MUNICIPAL CORPORATION OF FORT WAYNE
CU CITY UTILITIES
0511 CITY UTILITIES

EMPLOYEE JOB LIST
GARAGE

REP
UA-R

FILE VERSION 00 PAGE 59
TIME 13:43:18 DATE 07-05-90

EMP
NO.

NAME _____

EMPL
TYPESEX
CODE

RACE
CODE

87

000
000

HOURLY
P A T E

ANNUAL

BRTH DT
SEPR DT

1084

W/C CD
UNTON

*REPORT	CODE
*REPORT	CODE

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UJA-R

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